

Western Australia



Catalogue No. 4408.5

# **Workers with Family Responsibilities**

**Western Australia and the  
Australian Capital Territory**

**October 1993**



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**INQUIRIES** • Contact Janet Gunn on (09) 360 5153 or Sue Lee on (09) 360 5234 for further information about statistics in this publication and the availability of related statistics.

• For information about other ABS statistics and services, please refer to the back page of this publication.

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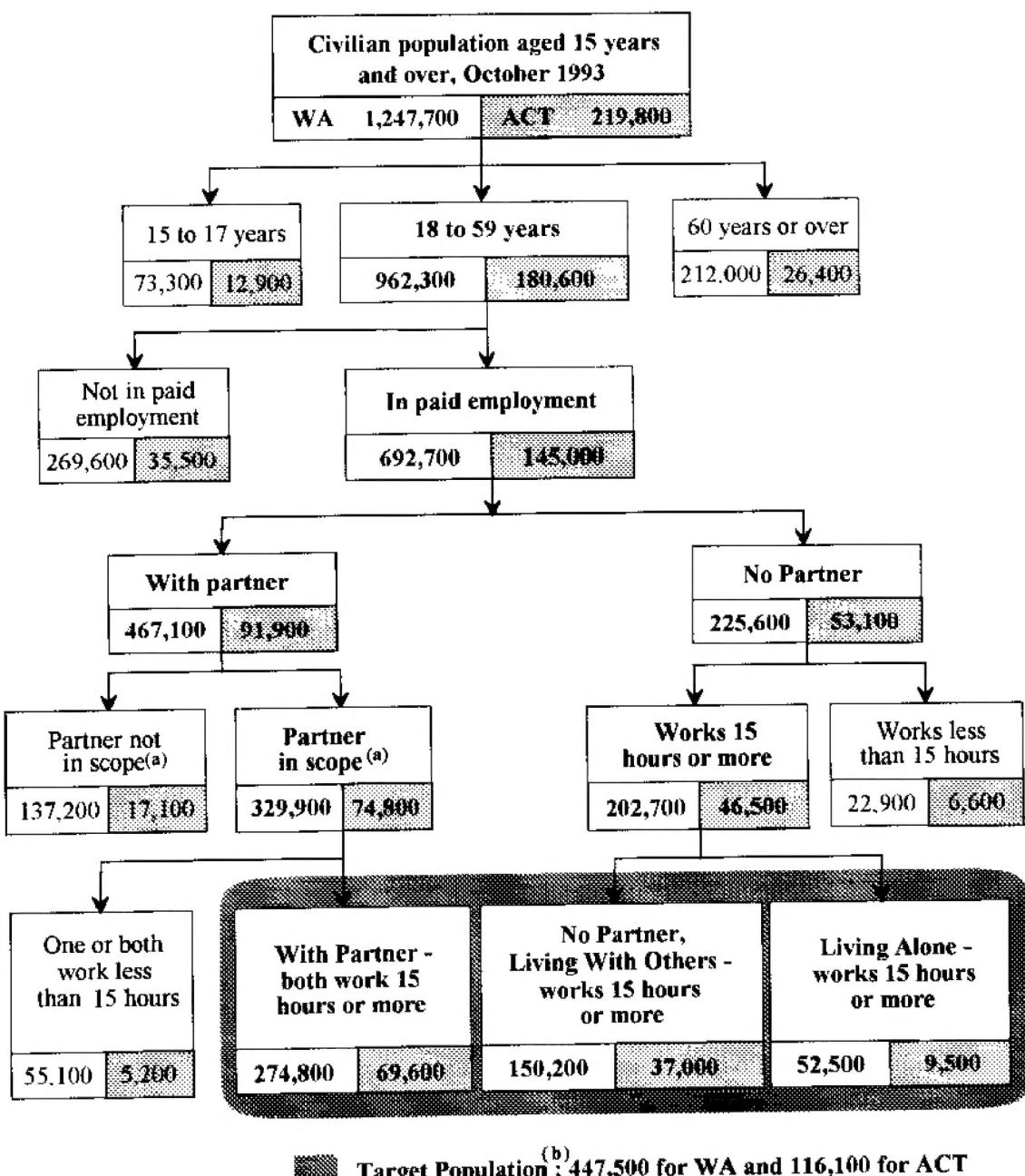
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## OVERVIEW

A survey of *Workers with Family Responsibilities* was conducted throughout Western Australia and the Australian Capital Territory in October 1993, as a supplement to the Monthly Population Survey. The survey targeted persons aged 18 to 59 years in paid employment who usually work 15 hours a week or more in their main job. As an objective of the survey was to collect information on care given to extra-household as well as intra-household family members, the target population included persons who were living alone. If workers had a partner (legal or de facto spouse) the worker was included only if the partner also met the age and employment criteria. Hence, the target population (see diagram below) excluded workers whose partners would normally bear the major responsibility for care of family members due to the partner's lack of, or limited participation in, paid employment.



(a) Partners are in scope if they are in paid employment and are aged 18-59 years.

(b) All persons aged 18-59 years, working 15 hours a week or more in their main job, who have no partner, or whose partner is also aged 18-59 years and working 15 hours a week or more in his/her main job.

## MAIN FEATURES

### Western Australia

- In October 1993, 10 per cent of the target population (477,500 persons) had changed shifts, hours or days worked in the previous 12 months in order to meet their family responsibilities. The proportion that had done so was higher for workers with children (20%), part time workers (18%), the self-employed (13%) and women (12%). (Table 2)
- While only nine per cent of the target population had taken time off work in the previous 12 months to care for family members living in other households, the corresponding proportions were somewhat higher for home-based workers (16%) and persons living alone (14%). The most common arrangement made at work to cover these absences was "special leave for family matters" which accounted for 21 per cent of those taking time off. For the self-employed, however, the most common response was "no fixed hours", accounting for 62 per cent of those taking time off. (Tables 3 and 4)
- Thirty per cent of those who had taken time off work for extra-household family members had taken more than five days. Of those who took time off, two-thirds did so to care for aged relatives (60 years or over). (Tables 3 and 4)
- For workers with a partner, a greater proportion of males (14%) than females (5%) had taken time off work in the previous 12 months to care for their partner. (Table 5)
- More than one third of workers with children under 18 years had taken time off work for sick children in the previous 12 months. The proportion was even higher for those without partners (52%), home-based workers (50%), clerks (50%) and professionals (47%). A greater proportion of women (45%) than men (27%) had taken time off to care for a sick child. (Tables 6 and 7)
- Only 15 per cent of workers taking time off for sick children had taken more than five days in the previous 12 months. The comparable figure for the self-employed was higher at 25 per cent. For workers taking time off, the most common arrangements made to cover these absences were "arranged to make up time" and "no fixed hours" (both about 21%); however, the majority of home-based workers (66%) and the self-employed (58%) who took time off, indicated "no fixed hours". (Table 6)
- Of those workers who had children under 12 years, 5,300 always worked at home. Of the remainder (97,400 persons), 31 per cent had taken a child to work in the previous 12 months. The self-employed who did not work at home numbered 25,200 persons of whom 56 per cent had taken a child to work. The main reasons for taking children to work were school holidays (29%), sick children (27%) and pupil-free days (19%). (Table 8)
- Women were more likely than men to have taken time off work to care for children in school holidays (36% compared with 30%). Of those women who had taken time off for school holidays, one quarter took less than six days while one quarter took more than 20 days. (Table 9)
- Of those who took time off work for school holidays, over half (52%) used annual leave. In the case of employees, the proportion rose to 65 per cent. For the self-employed, the most common arrangement was "no fixed hours" (59%). (Table 9)
- The most common care arrangements made by working parents for children not at school were partners (44%), grandparents (29%) and family day care (21%). Over 60 per cent of working men had a partner who cared for their children some or all of the time the men were at work. For working women, the comparable figure was only 27 per cent. Of those workers using informal care arrangements (eg. grandparents, neighbours, friends etc), 30 per cent had taken time off work in the previous 12 months when the usual carer was unavailable. (Table 10)

- Two-thirds of all employees working away from home had a job with fixed start and finish times each day. The occupations which had greatest flexibility in that more workers could choose their own start and finish times on a daily basis were managers/administrators (51%) and professionals (32%). Only seven per cent of plant/machine operators and labourers could choose on a daily basis. (Table 11)
- Thirty five per cent of full time employees were entitled to regular rostered days off. Para-professionals (46%), tradespersons (41%) and plant/machine operators and labourers (40%) had the highest rates of entitlement. The lowest rates were for professionals (17%) and managers/administrators (19%). Over half of those employees entitled to rostered days off took them on a monthly basis. (Table 12)
- Over 60 per cent of employees entitled to rostered days off had some choice in when to take them. Of those with choice, 30 per cent used them always or sometimes to care for family members. For those with children, the proportion was higher at 48 per cent. (Table 13)
- The most common reason given by part time employees for working less than 35 hours a week was that these hours constituted a standard work arrangement or "requirement of the job" (32%). This was the most common reason given by men and women in all age groups. However, for those employees who had partners and children, childcare reasons were the most common (32%). (Table 14)
- Of all employees who did not work at home, 21 per cent reported arriving at work late and 28 per cent reported leaving work early during the previous 12 months in order to meet their family responsibilities. The proportions using these two strategies to balance work and family responsibilities were much higher for workers with children and for workers in the higher skilled occupations of managers/administrators and professionals. (Tables 15 and 16)
- Over 90 per cent of employees were entitled to paid sick leave. Of those entitled, 29 per cent had taken no sick leave and 50 per cent had taken less than six days in the previous 12 months. Eleven per cent of those who had taken some sick leave had done so to care for family members. This proportion more than doubled for employees with children (24%); it was slightly higher for women (14%) and for some occupation groups, notably professionals (15%) and clerks (13%). (Tables 17 and 18)
- A greater proportion of women than men had taken unpaid leave in the previous 12 months (15% compared with 9%). For women who had taken unpaid leave, 58 per cent had taken more than six days whilst almost a quarter had taken more than 20 days. Thirty four per cent of women taking unpaid leave did so for family reasons. (Table 19)
- Employers varied widely in their provision of "family-friendly" working conditions. While only eight per cent sponsored childcare centres at or near the workplace, 72 per cent provided special leave for family matters. Over half (54%) provided permanent part time employment whilst almost 60 per cent provided maternity or parental leave (paid or unpaid). Flexitime and job sharing were available in less than a quarter of workplaces (24% and 22% respectively). (Table 20)
- The public administration and defence industry had the highest rate of provision in relation to most of these working conditions. Of employers in this industry, 83 per cent provided maternity or parental leave, 83 per cent provided special leave, 65 per cent provided flexitime and 35 per cent provided job sharing. The community services industry had the highest rate of provision of childcare centres, with 17 per cent of employers providing this benefit. Workers in this industry also fared better than most other workers in the areas of maternity/parental leave, permanent part time work and job sharing, with the proportion of employers providing these benefits being 78 per cent, 76 per cent and 35 per cent respectively. (Table 20)

**TABLE 1. ALL PERSONS(a): EMPLOYMENT AND FAMILY MEMBERSHIP CHARACTERISTICS SUMMARY TABLE, WA  
('000)**

	<i>No partner</i>		<i>With partner</i>						
	<i>Living with others</i>		<i>With partner</i>				<i>Males</i>	<i>Females</i>	<i>Persons</i>
	<i>Living alone</i>	<i>With children under 18</i>	<i>No children under 18</i>	<i>With children under 18</i>	<i>No children under 18</i>				
<b>Full time/Part time status</b>									
Full time	48.9	12.9	112.7	94.8	117.5	242.2	144.6	386.8	
Part time	3.5	6.5	18.2	38.6	23.9	18.7	72.1	90.8	
Total	52.5	19.3	130.9	133.4	141.4	260.9	216.7	477.5	
<b>Hours usually worked at home</b>									
Works most/ all hours away from home	51.1	18.4	127.3	123.1	134.0	250.7	203.3	453.9	
Works most/ all hours at home	* 1.4	* 0.9	3.6	10.3	7.4	10.2	13.4	23.6	
Total	52.5	19.3	130.9	133.4	141.4	260.9	216.7	477.5	
<b>Status of worker</b>									
Self employed	7.2	* 2.8	14.8	40.7	30.9	65.2	31.4	96.6	
Employee(b)									
Not working shifts	37.0	13.6	90.7	74.4	93.3	158.3	150.7	309.0	
Working shifts									
Rotating shift	4.6	**0.5	8.9	8.1	7.7	18.3	11.5	29.8	
Regular morning/afternoon shift	* 1.2	**0.5	* 2.5	* 1.8	* 0.9	* 2.9	4.0	6.9	
Regular night/evening shift	**0.4	**0.5	* 2.9	* 2.8	* 1.5	4.5	3.6	8.1	
Other	* 1.9	* 1.2	8.7	4.6	6.2	9.6	13.1	22.6	
Total shift workers	8.1	* 2.8	23.0	17.3	16.2	35.2	32.2	67.5	
<b>Occupation(c)</b>									
Managers and Administrators	6.0	* 1.6	4.7	14.6	12.5	30.3	9.1	39.4	
Professionals	7.2	3.2	11.7	22.8	19.7	35.2	29.4	64.6	
Para-Professionals	3.9	* 1.3	8.2	9.2	10.8	17.3	16.2	33.5	
Tradespersons	7.2	* 1.6	24.0	16.9	23.8	62.3	11.2	73.5	
Clerks	9.1	4.3	22.3	23.2	28.3	16.4	71.0	87.3	
Salespersons/Personal Service Workers	6.8	3.1	22.6	16.2	18.1	27.0	39.8	66.9	
Plant/Machine Operators; Labourers etc	8.6	* 2.8	30.3	22.3	21.6	59.1	26.6	85.7	
Total	48.9	18.0	123.8	125.2	135.0	247.5	203.3	450.8	

(a) Includes all persons in the target population - see Diagram 1. (b) Excludes employees who usually work all or most hours at home. (c) Occupation not available for all persons.

**TABLE 2. ALL PERSONS(a): JOB CHANGES MADE TO MEET FAMILY RESPONSIBILITIES BY SELECTED EMPLOYMENT AND FAMILY MEMBERSHIP CHARACTERISTICS, WA  
('000)**

	<i>Job changes made to meet family responsibilities(b)</i>				<i>Total</i>
	<i>Turned down a promotion</i>	<i>Changed or quit a job</i>	<i>Reduced regular hours of work</i>	<i>Changed shifts, hours or days worked</i>	
<b>Full time/Part time status</b>					
Full time	4.9	8.2	12.3	31.9	386.8
Part time	* 3.1	4.9	8.6	16.1	90.8
Total	7.9	13.0	20.9	48.0	477.5
<b>Status of worker</b>					
Self employed	* 1.2	* 2.1	9.5	12.4	96.6
Employee	6.7	11.0	11.4	35.6	381.0
Total	7.9	13.0	20.9	48.0	477.5
<b>Family membership</b>					
No partner					
Living alone	**0.5	**0.7	* 0.9	4.0	52.5
Living with others					
With children under 18 years	* 1.2	* 1.9	* 2.6	3.9	19.3
No children under 18 years	**0.5	* 2.4	* 1.8	4.6	130.9
With partner					
With children under 18 years	3.7	5.7	11.5	27.1	133.4
No children under 18 years	* 2.0	* 2.3	4.1	8.5	141.4
Total	7.9	13.0	20.9	48.0	477.5
Males	* 3.0	4.6	8.5	21.0	260.9
Females	4.9	8.5	12.4	27.0	216.7
Persons	7.9	13.0	20.9	48.0	477.5

(a) Includes all persons in the target population - see Diagram 1. (b) Refers to the last 12 months. This table shows the number of persons who made various types of job changes. Because some persons made no job changes and others made more than one, figures for individual job changes will not add to the total.

**TABLE 3. ALL PERSONS(a): TIME TAKEN OFF WORK FOR FAMILY MEMBERS LIVING ELSEWHERE AND ARRANGEMENTS MADE AT WORK BY SELECTED EMPLOYMENT CHARACTERISTICS, WA  
('000)**

	Status of worker		Full time/Part time status		Hours usually worked at home			Total
	Employee	Self employed	Full time	Part time	Works most/ all hours away from home	Works most/ all hours at home		
<b>Took time off work for family members living elsewhere(b)</b>								
No	366.9	64.5	360.5	71.1	414.7	19.7	434.4	
Yes								
1 to 5 days	24.8	4.6	24.6	4.9	26.9	* 2.6	29.5	
6 to 10 days	5.0	* 1.6	5.2	* 1.5	6.5	**0.6	7.0	
More than 10 days	4.3	* 1.6	4.1	* 1.8	5.2	**0.8	6.0	
Total(c)	34.7	8.1	34.5	8.2	39.2	3.9	43.1	
<b>Arrangements made at work(d)</b>								
Annual or holiday leave	5.7	**0.1	4.9	* 0.9	5.8	**	5.8	
Sick leave	3.4	**	* 2.7	**0.7	3.4	**	3.4	
Special leave for family matters	8.2	**0.8	7.1	* 1.9	9.1	**0.2	9.2	
Flexitime leave	4.2	**	4.0	**0.2	4.2	**	4.2	
Unpaid leave	3.5	**0.5	* 2.3	* 1.7	3.7	**0.5	4.2	
Changed shift or rostered day off	3.5	**0.3	* 2.9	* 0.9	3.8	**	3.8	
Arranged to make up time	5.7	* 1.5	6.3	**0.8	6.7	**0.6	7.3	
Has no fixed hours	* 2.8	5.0	6.5	* 1.3	5.3	* 2.5	7.8	
Other	* 2.4	* 1.0	* 2.9	**0.5	* 2.9	**0.5	3.4	
Total	34.7	8.1	34.5	8.2	39.2	3.9	43.1	
<b>TOTAL</b>	401.6	72.6	395.1	79.3	453.9	23.6	477.5	

(a) Includes all persons in the target population - see Diagram 1. (b) Refers to time taken off work in the last 12 months to care for family members living in other households when they were sick or needed to be taken to an appointment. See Glossary for definition of "Family members". (c) Includes number of days not stated.

(d) Because some persons may have used more than one arrangement, figures given for individual arrangements may not add to the total.

**TABLE 4. ALL PERSONS(a): TIME TAKEN OFF WORK FOR FAMILY MEMBERS LIVING ELSEWHERE AND FAMILY MEMBER CARED FOR BY FAMILY STATUS, WA  
('000)**

	Family status(d)								Persons	
	Member of a family				Not a member of a family					
	Husband or wife	Lone parent	Adult son or daughter	Other family member	Living alone	Not living alone	Males	Females		
<b>Took time off work for family members living elsewhere(b)</b>										
No	245.3	18.6	65.3	11.0	43.6	47.1	243.8	190.5	434.4	
Yes										
1 to 5 days	19.4	**0.8	**0.1	**0.3	5.3	3.3	12.5	17.0	29.5	
6 to 10 days	5.5	**0.2	**	**	**0.6	**0.8	* 2.2	4.8	7.0	
More than 10 days	3.6	**	**0.1	**0.2	* 1.5	**0.5	* 2.2	3.7	6.0	
Total(c)	28.9	* 1.0	**0.3	**0.5	7.4	4.7	17.0	26.1	43.1	
<b>Family member cared for(e)</b>										
Family member 60 years or over	20.8	**0.8	**0.1	**0.3	4.2	* 1.7	10.7	17.4	28.2	
Adult son or daughter, 18 years or over	* 2.7	**0.2	**	**	* 0.9	**0.3	* 1.0	* 3.0	4.0	
Family member under 18 years of age	**0.8	**	**	**0.2	**0.7	* 0.9	* 1.8	* 1.0	* 2.8	
Other family member	5.7	**	**0.1	**	* 1.9	* 1.9	3.8	5.8	9.7	
Total	28.9	* 1.0	**0.3	**0.5	7.4	4.7	17.0	26.1	43.1	
<b>TOTAL</b>	274.2	19.6	65.5	11.5	51.0	51.8	260.9	216.7	477.5	

(a) Includes all persons in the target population - see Diagram 1. (b) Refers to time taken off work in the last 12 months to care for family members living in other households when they were sick or needed to be taken to an appointment. See Glossary for definition of "Family members". (c) Includes number of days not stated.

(d) Family status is not available for all persons. (e) Because some persons may have cared for more than one family member, figures given for individual family members may not add to the total.

**TABLE 5. PERSONS LIVING WITH ANOTHER ADULT(a): TIME TAKEN OFF WORK FOR OTHER ADULTS IN THE HOUSEHOLD AND HOUSEHOLD MEMBER CARED FOR BY SEX BY MARITAL STATUS, WA  
('000)**

	Males		Females		Persons	
	With partner	No partner(c)	With partner	No partner(c)	With partner	No partner(c)
<b>Took time off work for other adults in the household(b)</b>						
No	120.5	80.6	127.1	50.9	247.6	131.4
Yes						
1 to 5 days	16.9	* 2.0	8.9	* 1.9	25.8	3.9
More than 5 days	3.4	**0.4	* 1.5	**0.3	4.9	**0.7
Total	20.3	* 2.4	10.4	* 2.2	30.6	4.6
<b>Household member cared for(d)</b>						
Partner	19.1	**0.2	7.0	**0.2	26.1	**0.3
Parent/In law, 60 years or over	**0.2	**0.4	**0.5	**0.6	**0.7	* 1.0
Son/Daughter, 18 years or over	**0.7	**0.2	* 1.8	**0.2	* 2.5	**0.3
Other household member	**0.3	* 1.7	* 1.2	* 1.3	* 1.6	* 2.9
Total	20.3	* 2.4	10.4	* 2.2	30.6	4.6
<b>TOTAL</b>	<b>140.7</b>	<b>83.0</b>	<b>137.5</b>	<b>53.1</b>	<b>278.2</b>	<b>136.0</b>

(a) Includes all persons living with one or more persons aged 18 years or over. Household may also include persons under 18 years. (b) Refers to time taken off work in the last 12 months to care for household members aged 18 years or over who were sick or needed to be taken to an appointment. (c) Refers to persons who did not have a partner at the time of the survey. Some of these may have cared for a former partner in the last 12 months. (d) Because some persons may have cared for more than one household member, figures given for individual household members may not add to the total.

**TABLE 6. PERSONS WITH CHILDREN(a) UNDER 18 YEARS: TIME TAKEN OFF WORK FOR SICK CHILDREN AND ARRANGEMENTS MADE AT WORK BY SELECTED EMPLOYMENT CHARACTERISTICS, WA  
('000)**

	Status of worker	Full time/Part time Status				Hours usually worked at home		
		Employee	Self employed	Full time	Part time	Works most/ all hours away from home	Works most/ all hours at home	Total
<b>Took time off work for sick children(b)</b>								
No		70.8	27.3	70.1	28.0	92.5	5.5	98.1
Yes								
1 to 5 days		33.5	10.7	30.5	13.8	40.8	3.4	44.3
More than 5 days		4.0	4.0	6.1	* 2.0	6.4	* 1.7	8.1
Total(c)		38.4	16.2	37.6	17.1	49.0	5.6	54.6
<b>Arrangements made at work(d)</b>								
Annual or holiday leave		3.4	**0.3	* 2.9	* 0.9	3.7	**	3.7
Sick leave		6.5	**0.2	4.7	* 1.9	6.6	**	6.6
Special leave for family matters		7.0	**0.5	5.3	* 2.2	7.5	**	7.5
Flexitime leave		5.5	**	4.3	* 1.3	5.5	**	5.5
Unpaid leave		3.6	**0.7	* 1.2	3.1	3.9	**0.3	4.3
Changed shift or rostered day off		* 2.5	**0.7	* 1.6	* 1.6	3.2	**	3.2
Arranged to make up time		8.9	* 2.5	8.2	3.2	10.8	**0.7	11.5
Has no fixed hours		* 1.9	9.4	8.4	* 2.9	7.6	3.7	11.3
Other		3.6	* 3.0	3.9	* 2.7	5.1	* 1.4	6.6
Total		38.4	16.2	37.6	17.1	49.0	5.6	54.6
<b>TOTAL</b>		<b>109.2</b>	<b>43.5</b>	<b>107.6</b>	<b>45.1</b>	<b>141.6</b>	<b>11.2</b>	<b>152.7</b>

(a) See definition of "Children" in Glossary. (b) Refers to time taken off work in the last 12 months to care for children who were sick or needed to be taken to an appointment. (c) Includes number of days not stated. (d) Because some persons may have used more than one arrangement, figures given for individual arrangements may not add to the total.

**TABLE 7. PERSONS WITH CHILDREN(a) UNDER 18 YEARS: TIME TAKEN OFF WORK FOR SICK CHILDREN BY OCCUPATION AND MARITAL STATUS, WA ('000)**

	<i>Time taken off work for sick children(b)</i>			<i>Did not take time off work</i>	<i>TOTAL</i>
	<i>1 to 5 days</i>	<i>More than 5 days</i>	<i>Total(c)</i>		
<b>Occupation(d)</b>					
Managers and Administrators	4.8	* 0.9	6.0	10.1	16.2
Professionals	10.3	* 1.5	12.2	13.8	26.0
Para-Professionals	3.6	**0.5	4.1	6.4	10.5
Tradespersons	* 3.0	* 1.0	4.2	14.3	18.5
Clerks	11.0	* 2.1	13.9	13.6	27.6
Salespersons/Personal Service Workers	5.7	* 1.3	7.4	11.9	19.2
Plant/Machine Operators; Labourers etc	3.4	**0.7	4.4	20.7	25.1
Total	41.8	8.1	52.2	90.9	143.1
<b>Marital status</b>					
With partner	35.8	6.7	44.5	88.9	133.4
No partner	8.4	* 1.4	10.1	9.2	19.3
Total	44.3	8.1	54.6	98.1	152.7
Males	16.4	3.1	19.9	54.7	74.6
Females	27.8	5.0	34.8	43.4	78.1
Persons	44.3	8.1	54.6	98.1	152.7

(a) See definition of "Children" in Glossary. (b) Refers to time taken off work in the last 12 months to care for children who were sick or needed to be taken to an appointment. (c) Includes number of days not stated. (d) Occupation not available for all persons.

**TABLE 8. PERSONS WITH CHILDREN(a) UNDER 12 YEARS: NUMBER OF DAYS TOOK CHILDREN TO WORK AND REASONS BY SELECTED EMPLOYMENT CHARACTERISTICS, WA ('000)**

	<i>Status of worker</i>		<i>Full time/Part time status</i>			<i>Males</i>	<i>Females</i>	<i>Persons</i>
	<i>Employee</i>	<i>Self employed</i>	<i>Full time</i>	<i>Part time</i>				
<b>Took children to work(b)</b>								
Always works at home	**0.5	4.8	* 2.8	* 2.5	* 1.6	3.7	5.3	
No	55.9	11.0	46.8	20.1	35.9	31.0	66.9	
Yes								
1 to 5 days	12.2	6.1	12.4	5.9	8.6	9.7	18.3	
More than 5 days	3.6	6.1	7.4	* 2.3	3.7	6.0	9.7	
Total(c)	16.3	14.2	21.4	9.0	13.3	17.2	30.5	
<b>Reasons took children to work(d)</b>								
Sick child	4.7	3.4	5.4	* 2.6	* 2.4	5.7	8.1	
Pupil free day	* 2.4	3.4	4.1	* 1.7	* 2.2	3.5	5.8	
School holidays	3.3	5.5	6.2	* 2.5	3.8	4.9	8.8	
Childs own interest/fun	* 1.6	* 2.3	3.3	**0.6	* 2.9	* 1.0	3.9	
Usual carer unavailable	**0.7	**0.7	**0.8	**0.5	**0.5	**0.8	* 1.4	
Usual care arrangement	**0.8	* 2.1	* 2.4	**0.5	* 1.0	* 1.9	* 2.9	
Needed to work outside normal hours	* 1.7	**	**0.7	* 1.0	**0.2	* 1.6	* 1.7	
Other	3.1	* 2.5	4.0	* 1.6	* 2.8	* 2.8	5.6	
Total	16.3	14.2	21.4	9.0	13.3	17.2	30.5	
<b>TOTAL</b>	72.7	30.0	71.0	31.7	50.8	51.9	102.7	

(a) See definition of "Children" in Glossary. (b) Refers to the last 12 months. (c) Includes number of days not stated. (d) Because some persons may have more than one reason, figures given for individual reasons may not add to the total

**TABLE 9. PERSONS WITH CHILDREN(a) UNDER 12 YEARS ATTENDING SCHOOL(b): TIME TAKEN OFF WORK FOR SCHOOL HOLIDAYS AND ARRANGEMENTS MADE AT WORK BY SELECTED EMPLOYMENT CHARACTERISTICS, WA ('000)**

Status of worker	Full time/Part time status			Hours usually worked at home						
	Employee	Self employed	Full time	Part time	Works most/all hours away from home		Males	Females	Persons	
					Works most/all hours away from home	Works most/all hours at home				
<b>Took time off work for school holidays(c)</b>										
No	30.8	15.7	32.8	13.7	42.8	3.7	24.1	22.4	46.5	
Yes										
1 to 5 days	5.5	* 1.8	5.4	* 1.9	7.1	**0.2	4.0	3.3	7.3	
6 to 10 days	4.3	**0.7	3.4	* 1.6	4.7	**0.3	* 1.9	3.1	5.0	
11 to 20 days	3.2	* 1.0	3.6	**0.7	4.1	**0.1	* 2.3	* 2.0	4.2	
More than 20 days	* 2.9	* 2.2	3.1	* 2.0	4.4	**0.7	* 1.9	3.2	5.1	
Total(d)	16.5	6.8	16.1	7.2	21.6	* 1.7	10.5	12.8	23.3	
<b>Arrangements made at work(e)</b>										
Annual leave	10.8	* 1.2	9.6	* 2.5	11.9	**0.2	6.6	5.5	12.1	
Sick leave	* 1.4	**	* 1.0	**0.3	* 1.4	**	**0.3	* 1.0	* 1.4	
Flexitime leave	* 2.6	**	* 2.4	**0.2	* 2.6	**	* 1.7	**0.8	* 2.6	
Leave without pay	* 2.5	**0.5	* 1.2	* 1.8	* 2.9	**0.1	**0.3	* 2.7	* 3.0	
Arranged to make up time	* 1.4	* 1.3	* 1.5	* 1.2	* 2.1	**0.7	* 0.9	* 1.9	* 2.8	
Has no fixed hours	**0.7	4.0	3.5	* 1.2	3.6	* 1.0	* 2.3	* 2.4	4.7	
Other	* 2.4	* 1.3	* 1.8	* 1.9	3.6	**0.2	* 1.4	* 2.3	3.7	
Total	16.5	6.8	16.1	7.2	21.6	* 1.7	10.5	12.8	23.3	
<b>TOTAL</b>	47.3	22.5	48.9	20.9	64.4	5.4	34.7	35.1	69.8	

(a) See definition of "Children" in Glossary. (b) Includes all persons with one or more children under 12 years attending school. (c) Refers to the last 12 months and includes time off for pupil free days. (d) Includes number of days not stated. (e) Because some persons may have used more than one arrangement, figures given for individual arrangements may not add to the total.

**TABLE 10. PERSONS WITH CHILDREN(a) UNDER 12 YEARS NOT ATTENDING SCHOOL(b): USUAL CARERS BY SELECTED EMPLOYMENT CHARACTERISTICS, WA ('000)**

Status of worker	Full time/Part time status			Hours usually worked at home						
	Employee	Self employed	Full time	Part time	Works most/all hours away from home		Males	Females	Persons	
					Works most/all hours away from home	Works most/all hours at home				
<b>Usual carer(c)</b>										
Self	* 2.6	4.7	4.9	* 2.2	4.1	3.1	* 2.5	4.8	7.2	
Partner	13.7	8.0	17.1	4.3	19.7	* 1.9	14.9	6.7	21.6	
<b>Formal care</b>										
Family day care	8.6	* 1.9	7.7	* 2.4	9.5	* 1.0	5.0	5.5	10.5	
Preschool/kindergarten	* 1.0	**0.5	* 1.3	**	* 1.5	**	* 0.9	**0.7	* 1.5	
Childcare centre	4.4	**0.7	3.9	* 1.2	4.9	**0.2	* 1.8	3.2	5.1	
<b>Informal care</b>										
Grandparents	11.8	* 2.6	10.1	3.6	14.0	**0.3	7.2	7.2	14.4	
Neighbour/friend	5.3	**	3.2	* 2.1	5.3	**	* 2.4	* 2.9	5.3	
Paid babysitter	4.1	* 0.9	4.0	* 1.0	4.5	**0.5	* 2.3	* 2.7	5.0	
Other	3.4	**0.4	* 1.7	* 1.1	3.8	**	* 0.9	* 2.9	3.8	
Total	37.6	11.3	35.2	11.8	44.3	4.6	24.3	24.6	48.9	
<b>Took time off work when usual carer unavailable(d)</b>										
Yes	5.1	* 1.7	4.7	* 1.9	6.1	**0.7	* 2.6	4.2	6.8	
No	14.2	* 1.8	11.2	4.3	15.8	**0.2	8.3	7.7	16.0	
Total	19.3	3.5	15.9	6.1	21.9	* 0.9	10.9	11.9	22.8	

(a) See definition of "Children" in Glossary. (b) Includes all persons with one or more children under 12 years not attending school. (c) Refers to the carer used when the person is at work. Some persons may have used more than one carer. (d) Refers to the last 12 months and excludes persons who did not use informal care arrangements.

**TABLE 11. ALL EMPLOYEES(a): CHOICE OF WORKING HOURS BY OCCUPATION AND FAMILY MEMBERSHIP, WA ('000)**

	Start/Finish times						
	Fixed			Not fixed			
	No choice of times	Some choice of times	Total	Cannot choose on a daily basis	Can choose on a daily basis	Total	TOTAL
<b>Occupation(b)</b>							
Managers and Administrators	5.1	* 2.2	7.3	* 1.5	9.2	10.7	18.0
Professionals	26.7	4.0	30.7	5.0	16.5	21.5	52.2
Para-Professionals	16.1	3.7	19.8	5.2	5.4	10.6	30.4
Tradespersons	34.7	5.2	39.9	6.3	5.8	12.1	52.0
Clerks	40.9	11.0	51.9	8.1	18.8	26.9	78.8
Salespersons/Personal Service Workers	28.0	6.5	34.4	10.2	4.9	15.2	49.6
Plant/Machine Operators; Labourers etc	48.3	5.5	53.7	14.6	5.4	20.0	73.7
Total	199.8	38.0	237.8	50.9	66.1	116.9	354.8
<b>Family membership</b>							
No partner							
Living alone	24.9	3.5	28.4	7.3	9.4	16.7	45.1
Living with others							
With children under 18 years	10.6	* 1.4	12.0	* 2.0	* 2.3	4.4	16.4
No children under 18 years	67.8	8.6	76.4	22.5	14.8	37.3	113.7
With partner							
With children under 18 years	46.3	13.2	59.5	10.3	21.9	32.2	91.7
No children under 18 years	59.7	13.7	73.4	14.2	22.0	36.2	109.6
Total	209.9	40.5	250.4	56.4	70.7	127.1	377.5
Males	103.9	17.5	121.4	32.1	40.5	72.6	194.0
Females	106.0	23.0	129.0	24.3	30.1	54.5	183.5
Persons	209.9	40.5	250.4	56.4	70.7	127.1	377.5

(a) Working all or most hours away from home in their main job. (b) Occupation not available for all persons.

**TABLE 12. FULL TIME EMPLOYEES(a): ENTITLEMENT TO ROSTERED DAY OFF AND ROSTER ARRANGEMENTS BY OCCUPATION, WA ('000)**

	Managers and Administrators	Para-Professionals	Tradespersons	Clerks	Salespersons/Personal Service Workers	Plant/Machine Operators; Labourers etc	Total(c)
	Professionals	Professionals					
<b>Entitled to rostered day off</b>							
Yes	3.1	7.8	11.3	19.5	22.4	12.3	23.0
No	13.2	37.6	12.7	27.3	42.2	19.5	34.5
Total(b)	16.3	45.4	24.5	47.4	64.9	31.8	57.6
<b>Frequency of rostered day off</b>							
Every week	**0.7	* 1.1	* 1.1	* 1.8	* 1.0	* 2.9	3.2
Every fortnight	* 0.9	* 2.7	* 2.9	6.9	6.9	* 1.5	5.5
Every month	* 1.5	* 3.0	6.2	9.6	13.2	6.7	12.5
Other	**	* 1.0	* 1.2	* 1.2	* 1.3	* 1.1	* 1.8
Total	3.1	7.8	11.3	19.5	22.4	12.3	23.0
<b>Choice of rostered day off</b>							
Yes — always	* 1.4	4.1	3.6	6.3	10.3	3.5	4.8
Yes — sometimes	* 0.9	* 1.9	4.4	4.8	7.6	* 2.0	4.8
No	**0.8	* 1.8	3.3	8.4	4.5	6.7	13.4
Total	3.1	7.8	11.3	19.5	22.4	12.3	23.0

(a) Employees working 35 hours a week or more in their main job and working all or most of these hours away from home. (b) Includes not stated. (c) Occupation not available for all persons.

**TABLE 13. FULL TIME EMPLOYEES(a): CHOICE OF ROSTERED DAY OFF AND USE OF ROSTERED DAY OFF TO CARE FOR FAMILY MEMBERS BY FAMILY MEMBERSHIP, WA  
('000)**

	<i>No partner</i>		<i>With partner</i>				<i>Males</i>	<i>Females</i>	<i>Persons</i>			
	<i>Living with others</i>											
	<i>Living alone</i>	<i>With children under 18</i>	<i>No children under 18</i>	<i>With children under 18</i>	<i>No children under 18</i>							
<b>Choice of rostered day off</b>												
Yes — always	5.1	* 1.2	10.5	7.4	12.9	21.6	15.6	37.2				
Yes sometimes	4.1	* 1.0	7.4	5.9	8.5	15.7	11.3	27.0				
No	5.2	* 1.4	15.7	8.3	10.9	28.1	13.4	41.5				
Total	14.3	3.6	33.6	21.7	32.4	65.4	40.2	105.7				
<b>Use rostered day off to care for family members(b)</b>												
Yes — always/sometimes	* 2.0	* 1.2	3.3	6.3	6.4	10.6	8.6	19.2				
No	7.1	* 1.0	14.6	7.1	15.1	26.8	18.2	45.0				
Total	9.2	* 2.2	17.9	13.3	21.4	37.3	26.8	64.1				

(a) Employees working 35 hours a week or more in their main job and working all or most of these hours away from home. (b) Excludes persons who had no choice in their rostered day off.

**TABLE 14. PART TIME EMPLOYEES(a): MAIN REASON FOR WORKING PART TIME BY FAMILY MEMBERSHIP AND AGE, WA  
('000)**

	<i>Main reason for working part time</i>						<i>Other</i>	<i>Total</i>		
	<i>Attending educational institution</i>	<i>Childcare reasons</i>	<i>Family requirement of job</i>	<i>Not enough work/no other job available</i>						
				<i>Attending educational institution</i>	<i>Childcare reasons</i>	<i>Family requirement of job</i>				
<b>Family membership</b>										
No partner										
Living alone	**0.3	**	**	* 1.4	**0.3	* 1.0	* 3.0			
Living with others										
With children under 18 years	**	* 1.0	**0.7	* 2.0	* 1.6	**0.4	5.6			
No children under 18 years	4.5	**	**0.1	4.4	5.2	* 1.6	15.8			
With partner										
With children under 18 years	**0.4	8.8	5.1	8.2	* 1.3	4.8	28.5			
No children under 18 years	**0.2	**	3.1	6.8	3.5	4.8	18.4			
Total	5.3	9.8	9.0	22.7	11.9	12.6	71.4			
<b>Age</b>										
18 to 24 years	4.1	* 1.0	**0.4	4.5	4.4	* 1.6	15.9			
25 to 39 years	* 1.2	7.2	3.6	7.9	4.1	4.4	28.4			
40 to 59 years	**	* 1.6	5.0	10.4	3.4	6.6	27.0			
Total	5.3	9.8	9.0	22.7	11.9	12.6	71.4			
Males	* 2.7	**0.2	**0.2	3.8	3.7	* 2.0	12.6			
Females	* 2.7	9.6	9.0	18.9	8.2	10.6	58.9			
Persons	5.3	9.8	9.2	22.7	11.9	12.6	71.5			

(a) Employees working less than 35 hours a week in their main job and working all or most of these hours away from home.

**TABLE 15. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a) : WHETHER ARRIVED AT WORK LATE, LEFT WORK EARLY OR WORKED AT HOME TO MEET FAMILY RESPONSIBILITIES BY FAMILY MEMBERSHIP, WA ('000)**

	No partner		With partner				Males	Females	Persons			
	Living with others											
	Living alone	With children under 18	No children under 18	With children under 18	No children under 18							
Arrived at work late(b)												
Yes	6.4	4.7	6.3	30.5	14.4	31.5	31.0	62.4				
No	31.3	6.7	65.4	46.7	76.8	120.0	107.3	227.3				
Total(c)	37.9	11.6	72.0	77.2	91.7	152.1	138.8	291.0				
Left work early(b)												
Yes	8.0	6.0	9.7	35.6	20.8	39.1	41.1	80.2				
No	29.7	5.4	61.8	41.5	70.4	112.2	97.2	209.4				
Total(c)	37.9	11.6	72.0	77.2	91.7	152.1	138.8	291.0				
Worked at home(b)												
Yes	* 1.2	* 1.8	* 1.0	8.5	* 2.5	8.5	6.7	15.2				
No	36.5	9.6	70.7	68.7	88.7	143.0	131.6	274.6				
Total(c)	37.9	11.6	72.0	77.2	91.7	152.1	138.8	291.0				

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months. (c) Includes number of days not stated.

**TABLE 16. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a) : WHETHER ARRIVED AT WORK LATE, LEFT WORK EARLY OR WORKED AT HOME TO MEET FAMILY RESPONSIBILITIES BY OCCUPATION, WA ('000)**

	Managers and Administrators			Trades persons	Clerks	Salespersons/Personal Service Workers		Plant/ Machine Operators: Labourers etc		Total
	Professionals	Professionals	Paraprofessionals							
Arrived at work late(b)										
Yes	6.1	14.1	5.2	6.7	16.4	5.6	4.1	58.2		
No	10.1	29.7	17.7	34.9	45.3	28.8	48.6	215.1		
Total(c)	16.4	43.9	22.9	41.7	61.9	34.6	53.0	274.3		
Left work early(b)										
Yes	7.3	17.8	6.1	8.9	20.8	7.1	7.2	75.1		
No	8.9	26.1	16.6	32.7	40.9	27.3	45.5	197.9		
Total(c)	16.4	43.9	22.9	41.7	61.9	34.6	53.0	274.3		
Worked at home(b)										
Yes	* 3.0	5.3	**0.5	* 1.3	3.1	**0.7	**0.3	14.3		
No	13.2	38.5	22.4	40.2	58.6	33.7	52.4	259.0		
Total(c)	16.4	43.9	22.9	41.7	61.9	34.6	53.0	274.3		

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months. (c) Includes number of days not stated. (d) Occupation not available for all persons.

**TABLE 17. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a) : SICK LEAVE TAKEN AND USE OF SICK LEAVE TO CARE FOR FAMILY MEMBERS BY FAMILY MEMBERSHIP, WA ('000)**

	No partner		With partner				Males	Females	Persons			
	Living with others											
	Living alone	With children under 18	No children under 18	With children under 18	No children under 18							
Entitled to paid sick leave												
Yes	35.9	10.7	63.4	70.5	84.2	141.2	124.2	265.4				
No	* 2.0	* 0.9	8.3	6.7	7.2	10.6	14.4	25.0				
Total	37.9	11.6	72.0	77.2	91.7	152.1	138.8	291.0				
Took paid sick leave(b)												
1 to 2 days	8.5	* 2.0	14.0	19.0	16.7	33.2	27.0	60.2				
3 to 5 days	10.1	* 2.8	15.3	19.8	25.3	34.6	38.9	73.5				
6 to 10 days	6.2	* 1.8	10.8	8.7	9.2	17.1	19.8	36.8				
More than 10 days	* 1.5	**0.5	3.8	* 2.5	4.9	5.2	8.0	13.2				
Total(c)	26.8	7.2	44.9	51.3	57.9	92.1	96.3	188.4				
Took sick leave for family members(d)												
Yes	24.9	4.8	42.3	38.8	51.9	82.9	80.2	163.1				
No	26.3	7.0	43.9	50.0	56.1	90.1	93.7	183.7				

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months and excludes persons not entitled to paid sick leave. (c) Includes number of days not stated. (d) Excludes persons who did not take any paid sick leave in the last 12 months.

**TABLE 18. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): SICK LEAVE TAKEN AND USE OF SICK LEAVE TO CARE FOR FAMILY MEMBERS BY OCCUPATION, WA ('000)**

	<i>Managers and Adminis- trators</i>	<i>Para- Professionals</i>	<i>Trades persons</i>	<i>Clerks</i>	<i>Salespersons/ Personal Service Workers</i>	<i>Plant/ Machine Operators; Labourers etc</i>	<i>Total</i>
<b>Entitled to paid sick leave</b>							
Yes	15.5	42.2	22.2	38.5	58.9	27.9	45.1
No	* 0.9	* 1.7	**0.7	3.3	* 3.0	6.5	7.5
Total	16.4	43.9	22.9	41.7	61.9	34.6	53.0
<b>Took paid sick leave(b)</b>							
No	7.5	13.4	4.4	11.3	14.0	7.4	13.0
Yes							
1 to 2 days	* 2.9	11.4	4.0	8.0	14.1	6.7	10.2
3 to 5 days	* 3.0	10.1	7.8	11.4	17.1	8.9	11.8
6 to 10 days	* 1.0	4.9	4.1	5.9	8.4	3.3	7.2
More than 10 days	**0.5	* 2.1	* 1.4	* 1.7	4.0	* 1.1	* 1.9
Total(c)	8.0	28.8	17.8	27.2	44.9	20.5	32.1
Total	15.5	42.2	22.2	38.5	58.9	27.9	45.1
<b>Took sick leave for family members(d)</b>							
Yes	**0.7	4.2	* 2.2	* 1.8	5.6	* 2.3	* 2.9
No	6.8	24.4	15.1	25.1	38.0	17.7	28.0
Total	7.5	28.6	17.3	26.9	43.6	20.0	31.1

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months and excludes persons not entitled to paid sick leave. (c) Includes number of days not stated. (d) Excludes persons who did not take any paid sick leave in the last 12 months.

**TABLE 19. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): UNPAID LEAVE TAKEN AND USE OF UNPAID LEAVE TO CARE FOR FAMILY MEMBERS BY FAMILY MEMBERSHIP, WA ('000)**

	<i>No partner</i>		<i>With partner</i>		<i>Males</i>	<i>Females</i>	<i>Persons</i>			
	<i>Living with others</i>									
	<i>Living alone</i>	<i>With children under 18</i>	<i>No children under 18</i>	<i>With children under 18</i>						
<b>Took unpaid leave(b)</b>										
No	34.3	10.2	63.2	66.9	79.8	137.6	117.3			
Yes										
1 to 5 days	* 2.4	**0.5	4.2	4.6	6.0	9.3	8.6			
6 to 20 days	* 1.0	**0.7	3.4	* 2.4	* 3.0	3.3	7.2			
More than 20 days	**0.2	**0.1	* 0.9	* 3.0	* 2.9	* 1.9	5.2			
Total(c)	3.6	* 1.4	8.8	10.3	11.9	14.5	21.5			
Total	37.9	11.6	72.0	77.2	91.7	152.1	138.8			
<b>Unpaid leave taken for family reasons(d)</b>										
None	* 2.6	**0.2	7.9	5.6	9.2	11.8	13.9			
1 to 5 days	**0.7	**0.5	**0.2	3.1	* 1.7	* 2.1	4.1			
More than 5 days	**0.3	**0.6	**0.7	* 1.3	* 1.0	**0.7	3.2			
Total(c)	3.6	* 1.4	8.8	10.3	11.9	14.5	21.5			

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months. This table shows the number of persons who made various types of job changes. Because some persons made no job changes and others made more than one, figures for individual job changes will not add to the total. (c) Includes number of days not stated. (d) Excludes persons who did not take any unpaid leave in the last 12 months.

**TABLE 20. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): INDUSTRY BY PROVISION OF SELECTED CONDITIONS AT THE WORKPLACE, WA (‘000)**

	<i>Provision of selected conditions at the workplace(b)</i>						<i>Total</i>
	<i>Flexitime</i>	<i>Job sharing</i>	<i>Permanent part time work</i>	<i>Special leave for family matters</i>	<i>Maternity/parental leave</i>	<i>Childcare centre</i>	
<b>Industry(c)</b>							
Agriculture, forestry, fishing and hunting; Mining	3.4	* 2.0	5.4	11.4	8.8	**	16.9
Manufacturing	* 2.8	4.1	12.2	23.4	12.0	* 1.0	34.9
Electricity, gas and water	* 2.4	**0.7	* 1.5	4.5	4.0	**0.5	5.1
Construction	* 2.8	* 1.3	3.2	8.7	5.3	**0.3	11.9
Wholesale and retail trade	6.7	5.7	19.3	27.6	19.3	* 2.0	43.5
Transport and storage; Communication	5.0	* 2.6	6.9	14.1	10.9	**0.3	18.3
Finance, property, business services	9.3	8.9	23.5	26.6	23.8	* 1.5	35.6
Public administration and defence	12.0	6.5	10.0	15.3	15.2	* 2.1	18.4
Community services	18.5	25.9	57.0	58.0	58.7	13.0	74.9
Recreation, personal, other services	* 1.8	* 1.8	10.1	9.1	5.2	**0.5	14.7
Total	64.7	59.7	149.2	198.6	163.1	21.3	274.3

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) This table shows the number of employees whose employers provide a particular benefit or condition at their place of work. Not all employees at the workplace will necessarily have access to this condition. Because some employers provide none of these working conditions and others provide more than one, figures given for individual working conditions will not add to the total. (c) Industry not available for all persons.

## MAIN FEATURES

### **Australian Capital Territory**

- In October 1993, 11 per cent of the target population (116,100 persons) had changed shifts, hours or days worked and six per cent had reduced their regular hours of work in the previous 12 months in order to meet their family responsibilities. The proportion that had changed shifts, hours or days worked was even higher for part time workers (28%), workers with children (19%) and women (13%). (Table 22)
- While 13 per cent of the target population had taken time off work in the previous 12 months to care for family members living in other households, the corresponding proportion was much higher for persons living alone (26%). Of those taking time off, the most common arrangements made at work to cover these absences were "special leave for family matters" and "annual or holiday leave" which accounted for 36 per cent and 27 per cent respectively. (Tables 23 and 24)
- Twenty per cent of those who had taken time off work for extra-household family members in the previous 12 months had taken more than five days. Of those who took time off, 61 per cent did so to care for aged relatives (60 years or over). (Tables 23 and 24)
- Of those who were living with at least one other adult, workers with a partner were more likely to take time off work to care for other adults in the household than workers without a partner (20% compared with 8%). For workers with a partner, a much greater proportion of males (24%) than females (9%) had taken time off in the previous 12 months to care for their partner. (Table 25)
- Over half of workers with children under 18 years had taken time off for sick children in the previous 12 months. The corresponding proportions were higher for professionals (63%), clerks (62%) and para-professionals (61%). Of those taking time off, the most common arrangements made at work to cover absences for sick children were "special leave for family members" and "flexitime leave" accounting for 42 per cent and 24 per cent respectively. (Tables 26 and 27)
- A greater proportion of women than men took time off work to care for sick children in the last 12 months (60% compared with 48%). Of those workers who took time off, 27 per cent of females took more than 5 days off work compared with 14 per cent of males. (Table 27)
- Almost 40 per cent of workers who had children under 12 years and who did not work at home had taken a child to work in the previous 12 months. The main reasons given were that the child was sick (46%) and school holidays (24%). "Sick children" was given as a reason by a greater proportion of women than men (56% compared with 35%). (Table 28)
- Sixty per cent of workers with children under 12 years attending school took time off work for school holidays. Almost half of these took more than 10 days. The majority of those who took time off for school holidays took annual leave (70%). (Table 29)
- The most common care arrangements made by working parents for children not at school were childcare centres (32%), family day care (18%) and grandparents (15%). Over 50 per cent of working men had a partner who cared for their children some or all of the time the men were at work. For working women, the comparable figure was only 19 per cent. Of those workers using informal care arrangements (eg. relatives, neighbours, friends etc), 48 per cent had taken time off work in the previous 12 months when the usual carer was unavailable. (Table 30)
- Forty-six per cent of all employees working away from home had a job with fixed start and finish times each day. The occupations which had greatest flexibility in that more workers could choose their own start and finish times on a daily basis were managers/administrators (76%) and professionals (54%). The majority of tradespersons (91%) and plant/machine operators and labourers (85%) had no choice in their daily start/finish times. (Table 31)

- Only 23 per cent of full time employees were entitled to regular rostered days off. This proportion was much higher for para-professionals (52%) and tradespersons (62%). The lowest rates of entitlement were for professionals (6%) and managers/administrators (9%). Two thirds of employees entitled to rostered days off took them on a monthly basis. (Table 32)
- Almost 60 per cent of employees entitled to rostered days off had some choice in when to take them. Of those with choice, 34 per cent used them always or sometimes to care for family members. For those with children, the proportion was considerably higher at 56 per cent. (Table 33)
- The most common reason given by part time employees for working less than 35 hours a week was that these hours constituted a standard work arrangement or "requirement of the job" (34%). This was the most common reason given by men and women in all age groups. However, for those employees who had partners and children, childcare reasons were the most common (30%). (Table 34)
- Substantial proportions of employees who did not work at home reported arriving at work late (39%) and leaving work early (44%) in the previous 12 months in order to meet their family responsibilities. The proportions using these two strategies to balance work and family responsibilities were higher for workers with children and for managers/administrators. (Tables 35 and 36)
- Over 90 per cent of employees were entitled to paid sick leave. Of those entitled, 20 per cent had taken no sick leave and another 54 per cent had taken less than six days in the previous 12 months. Fifteen per cent of those who had taken some sick leave had done so to care for family members, the proportion being higher for employees with children (28%) and salespersons/personal service workers (25%). (Tables 37 and 38)
- A greater proportion of women than men had taken unpaid leave in the previous 12 months (22% compared with 8%). Of those who took unpaid leave, 46 per cent of women compared with only 29 per cent of men took this leave for family reasons. (Table 39)
- Employers varied widely in their provision of "family-friendly" working conditions. While only 17 per cent sponsored childcare centres at or near the workplace, 86 per cent provided special leave for family matters. Over three quarters provided maternity or parental leave (paid or unpaid) and 66 per cent provided permanent part time work. Flexitime was available in about half of the workplaces. (Table 40)
- The public administration and defence industry had the highest rate of provision in relation to most of these working conditions. Of employers in this industry, 97 per cent provided special leave for family matters, 95 per cent provided maternity or parental leave and 93 per cent provided flexitime. The community services industry had the highest rate of provision of childcare centres, with 33 per cent of employers providing this benefit. Workers in this industry also fared better than most other workers in the areas of special leave for family matters, maternity/parental leave and permanent part time work with the proportions of employers providing these benefits being 90 per cent, 83 per cent and 72 per cent respectively. (Table 40)

TABLE 21. ALL PERSONS(a): EMPLOYMENT AND FAMILY MEMBERSHIP CHARACTERISTICS SUMMARY TABLE, ACT ('000)

	No partner		With partner					
	Living with others							
	Living alone	With children under 18	No children under 18	With children under 18	No children under 18	Males	Females	Persons
<b>Full time/Part time status</b>								
Full time	8.4	3.2	28.6	29.8	27.2	57.6	39.6	97.3
Part time	1.1	* 0.6	4.6	9.4	3.2	4.0	14.9	18.8
Total	9.5	3.8	33.2	39.2	30.4	61.6	54.5	116.1
<b>Hours usually worked at home</b>								
Works most/ all hours away from home	9.2	3.6	32.9	37.7	29.9	60.5	52.9	113.4
Works most/ all hours at home	**0.2	**0.2	**0.3	1.5	* 0.5	1.1	1.6	2.7
Total	9.5	3.8	33.2	39.2	30.4	61.6	54.5	116.1
<b>Status of worker</b>								
Self employed	1.1	* 0.4	1.7	5.3	3.3	8.3	3.5	11.8
Employee(b)								
Not working shifts	7.3	2.9	26.1	29.7	23.8	45.8	44.0	89.8
Working shifts								
Rotating shift	* 0.4	**	2.3	1.7	1.9	3.4	2.9	6.3
Regular day/night shift	**0.3	**0.1	1.5	1.2	* 0.8	2.0	2.0	3.9
Other	* 0.4	* 0.3	1.7	* 0.8	* 0.4	1.9	1.7	3.6
Total shift workers	1.1	* 0.5	5.4	3.7	3.1	7.3	6.5	13.8
<b>Occupation(c)</b>								
Managers and Administrators	1.2	* 0.4	1.7	6.9	4.3	10.1	4.3	14.4
Professionals	2.5	* 1.0	4.8	9.2	8.0	13.6	11.8	25.4
Para-Professionals	* 0.7	* 0.5	1.3	3.6	1.4	4.1	3.5	7.6
Tradespersons	* 0.6	**	4.9	2.5	2.7	9.8	* 0.9	10.7
Clerks	2.8	1.2	9.0	7.5	7.4	8.3	19.6	27.9
Salespersons/Personal Service Workers	* 0.7	**0.2	5.4	4.4	3.2	4.9	9.0	13.9
Plant/Machine Operators; Labourers etc	* 0.6	**	3.7	3.0	2.0	7.4	1.9	9.2
Total	8.9	3.3	30.7	37.1	29.1	58.1	50.9	109.1

(a) Includes all persons in the target population - see Diagram 1. (b) Excludes employees who usually work all or most hours at home. (c) Occupation not available for all persons.

TABLE 22. ALL PERSONS(a): JOB CHANGES MADE TO MEET FAMILY RESPONSIBILITIES BY SELECTED EMPLOYMENT AND FAMILY MEMBERSHIP CHARACTERISTICS, ACT ('000)

	Job changes made to meet family responsibilities(b)				Total
	Turned down a promotion	Changed or quit a job	Reduced regular hours of work	Changed shifts, hours or days worked	
<b>Full time/Part time status</b>					
Full time	1.0	2.8	4.4	7.1	97.3
Part time	* 0.9	1.2	2.6	5.2	18.8
Total	1.9	4.0	7.1	12.3	116.1
<b>Status of worker</b>					
Self employed	**	**0.2	* 0.9	1.2	11.8
Employee	1.9	3.9	6.1	11.1	104.3
Total	1.9	4.0	7.1	12.3	116.1
<b>Family membership</b>					
No partner					
Living alone	**0.2	**0.3	**0.2	* 0.6	9.5
Living with others					
With children under 18 years	**0.2	**0.1	* 0.7	* 1.0	3.8
No children under 18 years	**	**0.3	* 0.6	1.8	33.2
With partner					
With children under 18 years	1.2	2.4	4.6	7.0	39.2
No children under 18 years	* 0.4	1.1	* 1.0	1.9	30.4
Total	1.9	4.0	7.1	12.3	116.1
Males	* 0.9	1.7	2.3	5.1	61.6
Females	1.0	2.3	4.8	7.2	54.5
Persons	1.9	4.0	7.1	12.3	116.1

(a) Includes all persons in the target population - see Diagram 1. (b) Refers to the last 12 months. This table shows the number of persons who made various types of job changes. Because some persons made no job changes and others made more than one, figures for individual job changes will not add to the total.

**TABLE 23. ALL PERSONS(a): TIME TAKEN OFF WORK FOR FAMILY MEMBERS LIVING ELSEWHERE AND ARRANGEMENTS MADE AT WORK BY SELECTED EMPLOYMENT CHARACTERISTICS, ACT ('000)**

	Status of worker		Full time/Part time status		Hours usually worked at home			Total
	Employee	Self employed	Full time	Part time	Works most/ all hours away from home	Works most/ all hours at home		
<b>Took time off work for family members living elsewhere(b)</b>								
No	91.6	7.8	84.4	15.0	98.1	2.6	100.7	
Yes								
1 to 5 days	11.6	* 0.6	11.3	* 1.0	12.3	**	12.3	
More than 6 days	2.7	**0.3	2.4	* 0.6	2.9	**0.1	3.0	
Total(c)	14.4	* 0.9	13.8	1.6	15.3	**0.1	15.3	
<b>Arrangements made at work(d)</b>								
Annual or holiday leave	4.2	**	3.8	* 0.4	4.2	**	4.2	
Sick leave	1.1	**	* 1.0	**0.2	1.1	**	1.1	
Special leave for family matters	5.5	**	5.1	* 0.4	5.5	**	5.5	
Flexitime leave	3.1	**0.1	3.1	**0.1	3.2	**	3.2	
Unpaid leave	1.1	**	* 0.8	* 0.3	1.1	**	1.1	
Arranged to make up time	1.3	**0.1	1.3	**0.1	1.3	**	1.3	
Other	1.5	* 0.8	1.7	* 0.6	2.2	**0.1	2.3	
Total	14.4	* 0.9	13.8	1.6	15.3	**0.1	15.3	
<b>TOTAL</b>	<b>106.1</b>	<b>8.7</b>	<b>98.2</b>	<b>16.6</b>	<b>113.4</b>	<b>2.7</b>	<b>116.1</b>	

(a) Includes all persons in the target population - see Diagram 1. (b) Refers to time taken off work in the last 12 months to care for family members living in other households when they were sick or needed to be taken to an appointment. See Glossary for definition of "Family members". (c) Includes number of days not stated.

(d) Because some persons may have used more than one arrangement, figures given for individual arrangements may not add to the total.

**TABLE 24. ALL PERSONS(a): TIME TAKEN OFF WORK FOR FAMILY MEMBERS LIVING ELSEWHERE AND FAMILY MEMBER CARED FOR BY FAMILY STATUS, ACT ('000)**

	Family status(d)						Persons		
	Member of a family			Not a member of a family					
	Husband or wife	Lone parent	Adult son or daughter	Other family member	Living alone	Not living alone			
<b>Took time off work for family members living elsewhere(b)</b>									
No	59.7	3.9	13.6	3.2	6.9	12.7	54.4	46.3	100.7
Yes									
1 to 5 days	7.5	* 0.5	* 0.4	* 0.3	2.0	1.4	5.6	6.6	12.3
More than 6 days	1.7	* 0.3	**	**	* 0.6	* 0.4	1.4	1.6	3.0
Total(c)	9.3	* 0.8	* 0.4	* 0.3	2.5	1.8	7.2	8.2	15.3
<b>Family member cared for(e)</b>									
Family member 60 years or over	6.2	* 0.7	**0.3	**0.1	1.4	* 0.8	4.4	5.0	9.4
Adult son or daughter, 18 years or over	* 0.8	**	**	**0.1	* 0.3	**	* 0.5	* 0.7	1.2
Family member under 18 years of age	* 0.7	**	**	**	**0.2	**0.2	* 0.6	* 0.5	1.1
Other family member	2.1	**0.2	**0.2	**0.2	* 0.7	* 0.8	1.9	2.3	4.2
Total	9.3	* 0.8	* 0.4	* 0.3	2.5	1.8	7.2	8.2	15.3
<b>TOTAL</b>	<b>69.1</b>	<b>4.7</b>	<b>14.0</b>	<b>3.5</b>	<b>9.5</b>	<b>14.5</b>	<b>61.6</b>	<b>54.5</b>	<b>116.1</b>

(a) Includes all persons in the target population - see Diagram 1. (b) Refers to time taken off work in the last 12 months to care for family members living in other households when they were sick or needed to be taken to an appointment. See Glossary for definition of "Family members". (c) Includes number of days not stated.

(d) Family status is not available for all persons. (e) Because some persons may have cared for more than one family member, figures given for individual family members may not add to the total.

**TABLE 25. PERSONS LIVING WITH ANOTHER ADULT(a): TIME TAKEN OFF WORK FOR OTHER ADULTS IN THE HOUSEHOLD AND HOUSEHOLD MEMBER CARED FOR BY SEX BY MARITAL STATUS, ACT ('000)**

	Males		Females		Persons	
	With partner	No partner(c)	With partner	No partner(c)	With partner	No partner(c)
<b>Took time off work for other adults in the household(b)</b>						
No	26.0	19.6	29.8	12.5	55.8	32.1
Yes						
1 to 5 days	8.6	* 0.5	3.0	1.6	11.6	2.1
More than 5 days	1.2	**0.2	* 1.0	* 0.3	2.1	* 0.5
Total	9.7	* 0.6	4.1	2.0	13.8	2.6
<b>Household member cared for(d)</b>						
Partner	8.5	**0.1	2.9	**	11.4	**0.1
Parent/In law, 60 years or over	* 0.3	**0.2	**0.2	* 0.3	* 0.5	* 0.5
Son/Daughter, 18 years or over	* 0.9	**	* 0.9	* 0.6	1.8	* 0.6
Other household member	**0.2	* 0.4	**0.2	1.1	* 0.4	1.4
Total	9.7	* 0.6	4.1	2.0	13.8	2.6
<b>TOTAL</b>	<b>35.8</b>	<b>26.2</b>	<b>33.8</b>	<b>14.5</b>	<b>69.6</b>	<b>34.7</b>

(a) Includes all persons living with one or more persons aged 18 years or over. Household may also include persons under 18 years. (b) Refers to time taken off work in the last 12 months to care for household members aged 18 years or over who were sick or needed to be taken to an appointment. (c) Refers to persons who did not have a partner at the time of the survey. Some of these may have cared for a former partner in the last 12 months. (d) Because some persons may have cared for more than one household member, figures given for individual household members may not add to the total.

**TABLE 26. PERSONS WITH CHILDREN(a) UNDER 18 YEARS: TIME TAKEN OFF WORK FOR SICK CHILDREN AND ARRANGEMENTS MADE AT WORK BY SELECTED EMPLOYMENT CHARACTERISTICS, ACT ('000)**

	Status of worker	Full time/Part time Status				Hours usually worked at home		Total
		Employee	Self employed	Full time	Part time	Works most/ all hours away from home	Works most/ all hours at home	
<b>Took time off work for sick children(b)</b>								
No	15.9	3.6	15.1	4.3	18.7	* 0.7	19.5	
Yes								
1 to 5 days	16.7	1.7	14.0	4.4	17.8	* 0.6	18.4	
More than 5 days	4.7	* 0.3	3.8	1.2	4.8	**0.3	5.0	
Total(c)	21.4	2.1	17.9	5.6	22.6	* 0.9	23.6	
<b>Arrangements made at work(d)</b>								
Annual or holiday leave	3.6	**	3.0	* 0.6	3.6	**	3.6	
Sick leave	4.4	**	3.2	1.2	4.4	**	4.4	
Special leave for family matters	9.8	**0.1	7.5	2.4	9.8	**0.1	9.8	
Flexitime leave	5.4	**0.2	4.8	* 0.8	5.5	**0.1	5.6	
Unpaid leave	1.6	**0.2	* 0.8	1.1	1.8	**0.1	1.9	
Arranged to make up time	4.0	**0.3	3.7	* 0.6	4.1	**0.2	4.3	
Has no fixed hours	* 0.6	1.1	1.4	* 0.3	1.3	* 0.5	1.8	
Other	1.7	* 0.4	1.1	* 1.0	2.1	**	2.1	
Total	21.4	2.1	17.9	5.6	22.6	* 0.9	23.6	
<b>TOTAL</b>	<b>37.3</b>	<b>5.7</b>	<b>33.0</b>	<b>10.0</b>	<b>41.4</b>	<b>1.7</b>	<b>43.0</b>	

(a) See definition of "Children" in Glossary. (b) Refers to time taken off work in the last 12 months to care for children who were sick or needed to be taken to an appointment. (c) Includes number of days not stated. (d) Because some persons may have used more than one arrangement, figures given for individual arrangements may not add to the total.

**TABLE 27. PERSONS WITH CHILDREN(a) UNDER 18 YEARS: TIME TAKEN OFF WORK FOR SICK CHILDREN BY OCCUPATION AND MARITAL STATUS, ACT  
('000)**

	<i>Time taken off work for sick children(b)</i>			<i>Did not take time off work</i>	<i>TOTAL</i>
	<i>1 to 5 days</i>	<i>More than 5 days</i>	<i>Total(c)</i>		
<b>Occupation(d)</b>					
Managers and Administrators	3.3	* 0.7	4.0	3.3	7.3
Professionals	5.0	1.3	6.4	3.8	10.2
Para-Professionals	2.0	* 0.4	2.5	1.6	4.1
Tradespersons	* 0.8	**0.3	1.1	1.4	2.5
Clerks	3.6	1.6	5.4	3.3	8.7
Salespersons/Personal Service Workers	1.9	* 0.3	2.2	2.4	4.6
Plant/Machine Operators; Labourers etc	* 0.9	**0.1	* 1.0	2.0	3.0
<b>Total</b>	<b>17.6</b>	<b>4.7</b>	<b>22.5</b>	<b>17.9</b>	<b>40.4</b>
<b>Marital status</b>					
With partner	16.5	4.5	21.1	18.1	39.2
No partner	1.9	* 0.5	2.4	1.4	3.8
<b>Total</b>	<b>18.4</b>	<b>5.0</b>	<b>23.6</b>	<b>19.5</b>	<b>43.0</b>
Males	8.6	1.4	10.0	10.6	20.6
Females	9.7	3.6	13.5	8.9	22.4
<b>Persons</b>	<b>18.4</b>	<b>5.0</b>	<b>23.6</b>	<b>19.5</b>	<b>43.0</b>

(a) See definition of "Children" in Glossary. (b) Refers to time taken off work in the last 12 months to care for children who were sick or needed to be taken to an appointment. (c) Includes number of days not stated. (d) Occupation not available for all persons.

**TABLE 28. PERSONS WITH CHILDREN(a) UNDER 12 YEARS: NUMBER OF DAYS TOOK CHILDREN TO WORK AND REASONS BY SELECTED EMPLOYMENT CHARACTERISTICS, ACT  
('000)**

	<i>Status of worker</i>		<i>Full time/Part time status</i>			<i>Males</i>	<i>Females</i>	<i>Persons</i>
	<i>Employee</i>	<i>Self employed</i>	<i>Full time</i>	<i>Part time</i>				
<b>Took children to work(b)</b>								
Always works at home	**0.1	**0.1	**0.1	**0.1	**	**0.2	**0.2	
No	14.8	1.8	12.2	4.4	8.1	8.5	16.6	
Yes								
1 to 5 days	7.6	* 0.7	5.8	2.4	3.6	4.7	8.3	
More than 5 days	1.4	* 0.6	1.6	* 0.3	1.2	* 0.7	1.9	
<b>Total(c)</b>	<b>8.9</b>	<b>1.4</b>		<b>2.8</b>	<b>4.9</b>	<b>5.4</b>	<b>10.3</b>	
<b>Reasons took children to work(d)</b>								
Sick child	4.1	* 0.5	3.3	1.4	1.7	3.0	4.7	
Pupil free day	1.6	* 0.3	1.2	* 0.7	* 0.7	1.2	1.9	
School holidays	2.0	* 0.4	1.9	* 0.6	1.4	1.1	2.5	
Usual carer unavailable	1.5	**0.3	1.3	* 0.4	1.1	* 0.7	1.8	
Other	1.9	* 0.5	1.7	* 0.6	1.1	1.3	2.4	
<b>Total</b>	<b>8.9</b>	<b>1.4</b>	<b>7.5</b>	<b>2.8</b>	<b>4.9</b>	<b>5.4</b>	<b>10.3</b>	
<b>TOTAL</b>	<b>23.8</b>	<b>3.2</b>	<b>19.8</b>	<b>7.3</b>	<b>12.9</b>	<b>14.1</b>	<b>27.0</b>	

(a) See definition of "Children" in Glossary. (b) Refers to the last 12 months. (c) Includes number of days not stated. (d) Because some persons may have more than one reason, figures given for individual reasons may not add to the total.

**TABLE 29. PERSONS WITH CHILDREN(a) UNDER 12 YEARS ATTENDING SCHOOL(b): TIME TAKEN OFF WORK FOR SCHOOL HOLIDAYS AND ARRANGEMENTS MADE AT WORK BY SELECTED EMPLOYMENT CHARACTERISTICS, ACT ('000)**

Status of worker	Full time/Part time status		Hours usually worked at home				Males	Females	Persons
	Employee	Self employed	Full time	Part time	Works most/ all hours away from home	Works most/ all hours at home			
<b>Took time off work for school holidays(c)</b>									
No	6.4	1.2	5.0	2.4	7.5	**0.2	3.3	4.3	7.6
Yes									
1 to 5 days	2.6	* 0.4	2.4	* 0.6	3.0	**	1.9	1.1	3.0
6 to 10 days	2.4	**0.2	2.0	* 0.6	2.5	**0.1	1.1	1.5	2.6
11 to 20 days	2.6	**0.1	2.1	* 0.6	2.7	**	1.0	1.6	2.7
More than 20 days	2.3	* 0.5	2.3	* 0.4	2.6	**0.2	1.7	1.1	2.8
Total(d)	10.0	1.2	8.9	2.2	10.9	**0.2	5.7	5.5	11.2
<b>Arrangements made at work(e)</b>									
Annual leave	7.7	**0.2	6.5	1.4	7.8	**0.2	4.2	3.8	7.9
Sick leave	* 0.5	**	* 0.4	**0.2	* 0.5	**	* 0.4	**0.2	* 0.5
Flexitime leave	3.1	**0.1	2.6	* 0.6	3.1	**0.1	1.8	1.4	3.2
Leave without pay	* 0.8	**0.1	* 0.5	* 0.3	* 0.8	**0.1	**0.2	* 0.7	* 0.8
Arranged to make up time	* 1.0	**0.1	* 0.8	* 0.3	1.1	**	* 0.7	* 0.4	1.1
Has no fixed hours	**0.2	* 0.7	* 0.7	**0.2	* 0.8	**0.1	* 0.4	* 0.5	* 0.9
Other	3.1	**0.1	2.5	* 0.7	3.1	**0.1	1.5	1.7	3.2
Total	10.0	1.2	8.9	2.2	10.9	**0.2	5.7	5.5	11.2
<b>TOTAL</b>	<b>16.4</b>	<b>2.4</b>	<b>14.0</b>	<b>4.6</b>	<b>18.4</b>	<b>* 0.4</b>	<b>9.0</b>	<b>9.8</b>	<b>18.8</b>

(a) See definition of "Children" in Glossary. (b) Includes all persons with one or more children under 12 years attending school. (c) Refers to the last 12 months and includes time off for pupil free days. (d) Includes number of days not stated. (e) Because some persons may have used more than one arrangement, figures given for individual arrangements may not add to the total.

**TABLE 30. PERSONS WITH CHILDREN(a) UNDER 12 YEARS NOT ATTENDING SCHOOL(b): USUAL CARERS BY SELECTED EMPLOYMENT CHARACTERISTICS, ACT ('000)**

Status of worker	Full time/Part time status		Hours usually worked at home				Males	Females	Persons
	Employee	Self employed	Full time	Part time	Works most/ all hours away from home	Works most/ all hours at home			
<b>Usual carer(c)</b>									
Self	* 0.8	* 0.4	* 0.5	* 0.6	* 0.9	**0.3	**0.3	* 0.9	1.2
Partner	3.8	* 0.9	3.7	1.0	4.5	**0.2	3.5	1.3	4.8
<b>Formal care</b>									
Family day care	2.1	**0.2	1.8	* 0.6	2.3	**0.1	1.1	1.2	2.4
Preschool/kindergarten	1.1	**0.2	1.1	**0.2	1.2	**0.1	* 0.7	* 0.6	1.3
Childcare centre	4.0	* 0.3	3.4	* 0.9	4.2	**0.2	2.1	2.3	4.4
<b>Informal care</b>									
Grandparents	1.9	**0.2	1.3	* 0.6	1.9	**0.2	* 0.9	1.1	2.0
Neighbour/friend	* 0.6	**0.2	* 0.5	**0.2	* 0.8	**0.1	* 0.3	* 0.5	* 0.9
Paid babysitter	1.4	**0.3	1.2	* 0.5	1.5	**0.1	* 0.8	* 0.8	1.6
Other	1.6	**0.2	* 0.7	* 0.4	1.8	**0.1	* 0.4	1.4	1.8
Total	12.1	1.4	9.6	3.0	13.1	* 0.5	6.6	6.9	13.6
<b>Took time off work when usual carer unavailable(d)</b>									
Yes	2.2	**0.2	1.8	* 0.6	2.1	**0.2	1.1	1.3	2.4
No	1.9	* 0.7	1.3	1.1	2.5	**0.1	1.1	1.5	2.6
Total	4.1	* 0.8	3.1	1.7	4.6	* 0.4	2.2	2.8	5.0

(a) See definition of "Children" in Glossary. (b) Includes all persons with one or more children under 12 years not attending school. (c) Refers to the carer used when the person is at work. Some persons may have used more than one carer. (d) Refers to the last 12 months and excludes persons who did not use informal care arrangements.

**TABLE 31. ALL EMPLOYEES(a): CHOICE OF WORKING HOURS BY OCCUPATION AND FAMILY MEMBERSHIP, ACT  
('000)**

	Start/Finish times						
	Fixed			Not fixed			
	No choice of times	Some choice of times	Total	Cannot choose on a daily basis	Can choose on a daily basis	Total	TOTAL
<b>Occupation(b)</b>							
Managers and Administrators	1.7	* 0.5	2.2	* 0.6	9.1	9.8	12.0
Professionals	6.6	1.9	8.5	2.0	12.1	14.0	22.5
Para-Professionals	2.6	* 0.9	3.6	* 0.9	2.9	3.7	7.3
Tradespersons	5.3	* 0.6	5.8	* 0.8	1.4	2.2	8.0
Clerks	7.9	2.9	10.9	1.7	14.5	16.2	27.1
Salespersons/Personal Service Workers	6.0	1.9	8.0	3.0	1.2	4.3	12.2
Plant/Machine Operators; Labourers etc	5.1	* 0.9	6.0	1.4	* 1.0	2.4	8.4
Total	35.2	9.7	44.9	10.4	42.3	52.6	97.5
<b>Family membership</b>							
No partner							
Living alone	2.1	* 0.4	2.5	1.4	4.5	5.9	8.4
Living with others							
With children under 18 years	1.4	* 0.3	1.7	* 0.3	1.4	1.7	3.4
No children under 18 years	13.2	3.1	16.3	3.7	11.5	15.2	31.5
With partner							
With children under 18 years	11.0	4.4	15.3	2.6	15.6	18.1	33.4
No children under 18 years	10.0	2.2	12.3	3.0	11.7	14.6	26.9
Total	37.7	10.4	48.1	10.9	44.6	55.5	103.6
Males	18.6	3.0	21.6	5.4	26.1	31.5	53.1
Females	19.1	7.4	26.5	5.5	18.5	24.0	50.5
Persons	37.7	10.4	48.1	10.9	44.6	55.5	103.6

(a) Working all or most hours away from home in their main job. (b) Occupation not available for all persons.

**TABLE 32. FULL TIME EMPLOYEES(a): ENTITLEMENT TO ROSTERED DAY OFF AND ROSTER ARRANGEMENTS BY OCCUPATION, ACT  
('000)**

	Managers and Adminis- trators	Para- Professionals	Trades persons	Clerks	Salespersons/ Personal Service Workers	Plant/ Machine Operators; Labourers etc	Total(c)
	Professionals	Professionals					
<b>Entitled to rostered day off</b>							
Yes	1.0	1.3	3.1	4.9	3.0	2.8	2.9
No	10.6	19.1	2.9	2.9	20.4	4.1	2.9
Total(b)	11.7	20.4	6.0	7.9	23.3	7.0	5.9
<b>Frequency of rostered day off</b>							
Every week	**0.2	**0.2	**0.1	**0.2	**0.3	* 0.3	**0.2
Every fortnight	**0.2	* 0.4	**0.2	* 0.8	* 0.4	* 0.3	* 0.4
Every month	* 0.5	* 0.4	2.4	3.5	2.0	1.7	2.2
Other	**0.2	**0.2	**0.3	* 0.4	**0.3	* 0.5	**0.1
Total	1.0	1.3	3.1	4.9	3.0	2.8	2.9
<b>Choice of rostered day off</b>							
Yes — always	**0.3	* 0.4	1.2	1.3	1.0	* 0.4	* 0.8
Yes — sometimes	**0.3	* 0.6	* 0.9	1.2	* 1.0	1.1	* 0.5
No	* 0.5	**0.3	* 1.0	2.3	* 0.9	1.4	1.6
Total	1.0	1.3	3.1	4.9	3.0	2.8	2.9

(a) Employees working 35 hours a week or more in their main job and working all or most of these hours away from home. (b) Includes not stated. (c) Occupation not available for all persons.

**TABLE 33. FULL TIME EMPLOYEES(a): CHOICE OF ROSTERED DAY OFF AND USE OF ROSTERED DAY OFF TO CARE FOR FAMILY MEMBERS BY FAMILY MEMBERSHIP, ACT  
('000)**

	<i>No partner</i>		<i>With partner</i>						
	<i>Living with others</i>						<i>Males</i>	<i>Females</i>	<i>Persons</i>
	<i>Living alone</i>	<i>With children under 18</i>	<i>No children under 18</i>	<i>With children under 18</i>	<i>No children under 18</i>				
<b>Choice of rostered day off</b>									
Yes — always	* 0.6	**	1.8	1.5	1.8	3.9	1.9	5.8	
Yes — sometimes	* 0.6	**0.2	2.3	1.4	1.2	3.6	2.2	5.8	
No	* 0.5	**0.2	3.3	2.2	2.2	5.5	2.9	8.4	
Total	1.8	* 0.4	7.4	5.2	5.1	13.0	6.9	19.9	
<b>Use rostered day off to care for family members(b)</b>									
Yes — always/sometimes	* 0.3	**0.1	* 0.8	1.7	* 1.0	2.4	1.6	3.9	
No	* 0.9	**0.2	3.3	1.3	2.0	5.2	2.5	7.6	
Total	1.3	**0.2	4.1	3.0	3.0	7.5	4.0	11.6	

(a) Employees working 35 hours a week or more in their main job and working all or most of these hours away from home. (b) Excludes persons who had no choice in their rostered day off.

**TABLE 34. PART TIME EMPLOYEES(a): MAIN REASON FOR WORKING PART TIME BY FAMILY MEMBERSHIP AND AGE, ACT  
('000)**

	<i>Main reason for working part time</i>						<i>Total</i>	
	<i>Attending educational institution</i>	<i>Childcare reasons</i>	<i>Family requirement of job</i>	<i>Not enough work/no other job available</i>				
				<i>Other</i>	<i>Not enough work/no other job available</i>	<i>Family requirement of job</i>		
<b>Family membership</b>								
No partner								
Living alone	**	**	**	* 0.3	**0.1	* 0.4	* 0.9	
Living with others								
With children under 18 years	**	**0.1	**	* 0.4	**0.1	**	* 0.6	
No children under 18 years	1.4	**	**0.1	1.5	* 1.0	* 0.4	4.3	
With partner								
With children under 18 years	**0.1	2.4	2.1	2.2	* 0.5	* 0.8	8.1	
No children under 18 years	**	**	**0.2	1.2	**0.3	* 0.8	2.5	
Total	1.5	2.5	2.4	5.6	1.9	2.5	16.4	
<b>Age</b>								
18 to 24 years	1.3	**	**	1.6	* 0.8	**0.2	3.9	
25 to 39 years	**0.1	1.5	1.2	2.1	* 0.7	* 0.7	6.3	
40 to 59 years	**0.1	* 1.0	1.2	1.9	* 0.3	1.6	6.2	
Total	1.5	2.5	2.4	5.6	1.9	2.5	16.4	
Males	* 0.5	**0.2	**	1.5	* 0.7	* 0.3	3.3	
Females	* 0.9	2.3	2.4	4.1	1.2	2.1	13.1	
Persons	1.5	2.5	2.4	5.6	1.9	2.5	16.4	

(a) Employees working less than 35 hours a week in their main job and working all or most of these hours away from home.

**TABLE 35. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a) : WHETHER ARRIVED AT WORK LATE, LEFT WORK EARLY OR WORKED AT HOME TO MEET FAMILY RESPONSIBILITIES BY FAMILY MEMBERSHIP, ACT ('000)**

	No partner		With partner				Males	Females	Persons			
	Living with others		With children under 18		No children under 18							
	Living alone	With children under 18	No children under 18	With children under 18	No children under 18							
<b>Arrived at work late(b)</b>												
Yes	1.5	1.7	3.5	18.6	6.9	16.5	15.7	32.2				
No	5.0	1.1	19.0	10.7	15.3	27.0	24.0	51.0				
Total(c)	6.5	2.7	22.6	29.3	22.2	43.6	39.7	83.3				
<b>Left work early(b)</b>												
Yes	1.7	2.1	4.6	19.7	8.6	19.1	17.5	36.6				
No	4.8	* 0.7	17.9	9.6	13.6	24.4	22.3	46.6				
Total(c)	6.5	2.7	22.6	29.3	22.2	43.6	39.7	83.3				
<b>Worked at home(b)</b>												
Yes	**0.2	* 0.8	* 0.8	8.2	1.1	6.5	4.6	11.1				
No	6.3	2.0	21.6	21.1	21.1	37.0	35.1	72.1				
Total(c)	6.5	2.7	22.6	29.3	22.2	43.6	39.7	83.3				

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months. (c) Includes number of days not stated.

**TABLE 36. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a) : WHETHER ARRIVED AT WORK LATE, LEFT WORK EARLY OR WORKED AT HOME TO MEET FAMILY RESPONSIBILITIES BY OCCUPATION, ACT ('000)**

	Managers and Administrators		Para-professionals	Trades persons	Clerks	Salespersons/ Personal Service Workers		Plant/ Machine Operators; Labourers etc		Total
	Professionals	Professionals				Salespersons/ Personal Service Workers	Plant/ Machine Operators; Labourers etc			
	Living alone	With children under 18				Clerks	Plant/ Machine Operators; Labourers etc			
<b>Arrived at work late(b)</b>										
Yes	6.2	8.0	2.8	1.6	8.7	2.8	* 0.5	30.7		
No	4.2	11.0	3.4	4.8	12.9	6.2	5.7	48.3		
Total(c)	10.4	19.1	6.2	6.4	21.6	9.0	6.2	79.1		
<b>Left work early(b)</b>										
Yes	6.5	9.1	3.0	2.4	9.8	3.3	* 1.0	35.1		
No	3.9	10.0	3.2	4.0	11.8	5.7	5.3	43.9		
Total(c)	10.4	19.1	6.2	6.4	21.6	9.0	6.2	79.1		
<b>Worked at home(b)</b>										
Yes	3.1	4.5	* 0.7	* 0.4	1.1	* 0.8	**	10.6		
No	7.3	14.6	5.5	6.0	20.5	8.2	6.2	68.4		
Total(c)	10.4	19.1	6.2	6.4	21.6	9.0	6.2	79.1		

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months. (c) Includes number of days not stated. (d) Occupation not available for all persons.

**TABLE 37. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a) : SICK LEAVE TAKEN AND USE OF SICK LEAVE TO CARE FOR FAMILY MEMBERS BY FAMILY MEMBERSHIP, ACT ('000)**

	No partner		With partner				Males	Females	Persons			
	Living with others		With children under 18		No children under 18							
	Living alone	With children under 18	No children under 18	With children under 18	No children under 18							
<b>Entitled to paid sick leave</b>												
Yes	6.1	2.5	20.0	27.5	20.6	41.4	35.3	76.7				
No	* 0.4	**0.2	2.4	1.8	1.6	2.1	4.3	6.5				
Total	6.5	2.7	22.6	29.3	22.2	43.6	39.7	83.3				
<b>Took paid sick leave (b)</b>												
1 to 2 days	* 0.9	**0.2	4.0	4.3	4.3	8.8	4.9	13.7				
3 to 5 days	2.3	1.1	6.1	10.9	6.9	13.2	14.2	27.4				
6 to 10 days	* 0.9	* 0.3	3.9	4.1	3.4	5.2	7.5	12.7				
More than 10 days	* 0.6	* 0.3	* 0.9	2.4	1.9	2.8	3.4	6.1				
Total(c)	4.7	2.0	15.6	22.2	16.8	30.9	30.5	61.3				
	6.5	2.7	22.6	29.3	22.2	43.6	39.7	83.3				
<b>Took sick leave for family members(d)</b>												
Yes	4.6	1.1	14.3	15.9	15.2	26.3	24.8	51.1				
No	4.7	2.0	14.9	21.8	16.6	30.0	30.0	60.0				
Total												

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months and excludes persons not entitled to paid sick leave. (c) Includes number of days not stated. (d) Excludes persons who did not take any paid sick leave in the last 12 months.

TABLE 38. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): SICK LEAVE TAKEN AND USE OF SICK LEAVE TO CARE FOR FAMILY MEMBERS BY OCCUPATION, ACT ('000)

	Managers and Adminis- trators	Professionals	Para- Professionals	Trades persons	Clerks	Salespersons/ Personal Service Workers	Plant/ Machine Operators; Labourers etc	Total
<b>Entitled to paid sick leave</b>								
Yes	10.2	18.3	6.0	6.0	20.6	7.1	4.9	73.1
No	***0.2	* 0.9	**0.2	* 0.4	1.0	1.9	1.3	5.9
Total	10.4	19.1	6.2	6.4	21.6	9.0	6.2	79.1
<b>Took paid sick leave (b)</b>								
No	3.4	3.6	1.2	1.4	3.1	* 0.9	* 0.9	14.4
Yes								
1 to 2 days	1.7	3.6	1.1	1.5	2.7	1.7	* 0.8	13.2
3 to 5 days	3.3	6.5	1.9	1.8	7.6	2.9	2.1	26.1
6 to 10 days	1.1	2.9	* 0.9	* 1.0	4.6	1.2	* 0.7	12.4
More than 10 days	* 0.7	1.6	* 0.9	* 0.3	1.9	* 0.4	**0.2	6.0
Total(c)	6.8	14.7	4.8	4.7	17.5	6.2	4.0	58.7
Total	10.2	18.3	6.0	6.0	20.6	7.1	4.9	73.1
<b>Took sick leave for family members(d)</b>								
Yes	1.2	2.2	* 0.8	* 0.7	2.0	1.5	**0.2	8.7
No	5.6	12.4	4.0	3.8	14.9	4.6	3.7	49.0
Total	6.8	14.6	4.8	4.6	16.9	6.1	3.9	57.6

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months and excludes persons not entitled to paid sick leave. (c) Includes number of days not stated. (d) Excludes persons who did not take any paid sick leave in the last 12 months.

TABLE 39. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): UNPAID LEAVE TAKEN AND USE OF UNPAID LEAVE TO CARE FOR FAMILY MEMBERS BY FAMILY MEMBERSHIP, ACT ('000)

	No partner		With partner				Males	Females	Persons			
	Living with others											
	Living alone	With children under 18	No children under 18	With children under 18	No children under 18							
<b>Took unpaid leave(b)</b>												
No	5.5	1.7	20.0	24.3	19.5	40.0	31.1		71.1			
Yes												
1 to 5 days	* 0.7	* 0.8	1.3	2.5	1.1	2.0	4.5		6.5			
More than 6 days	* 0.3	**0.2	1.1	2.5	1.4	1.5	4.0		5.5			
Total(c)	1.1	* 1.0	2.5	5.0	2.6	3.5	8.6		12.2			
Total	6.5	2.7	22.6	29.3	22.2	43.6	39.7		83.3			
<b>Unpaid leave taken for family reasons(d)</b>												
None	* 0.7	* 0.3	2.3	1.8	2.1	2.6	4.7		7.3			
1 to 5 days	* 0.3	* 0.4	**0.2	1.8	* 0.3	* 0.7	2.4		3.1			
More than 5 days	**	**0.2	**0.1	1.4	**0.2	**0.3	1.6		1.8			
Total(c)	1.1	* 1.0	2.5	5.0	2.6	3.5	8.6		12.2			

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) Refers to the last 12 months. This table shows the number of persons who made various types of job changes. Because some persons made no job changes and others made more than one, figures for individual job changes will not add to the total.

(c) Includes number of days not stated. (d) Excludes persons who did not take any unpaid leave in the last 12 months.

**TABLE 40. EMPLOYEES WITH CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): INDUSTRY BY PROVISION OF SELECTED CONDITIONS AT THE WORKPLACE, ACT  
('000)**

	<i>Provision of selected conditions at the workplace(b)</i>						<i>Total</i>
	<i>Flexitime</i>	<i>Job sharing</i>	<i>Permanent part time work</i>	<i>Special leave for family matters</i>	<i>Maternity/parental leave</i>	<i>Childcare centre</i>	
<b>Industry(c)</b>							
Agriculture, forestry, fishing and hunting; Mining	**0.1	**	**0.2	**0.2	**0.2	**	* 0.5
Manufacturing	* 0.5	**0.2	* 0.8	1.4	* 0.9	**	1.8
Electricity, gas and water	* 0.4	* 0.3	* 0.3	* 0.7	* 0.7	**0.1	* 0.7
Construction	* 0.6	**0.1	* 1.0	2.1	* 0.7	**0.1	2.8
Wholesale and retail trade	* 0.7	1.0	3.3	4.6	3.3	* 0.4	7.8
Transport and storage; Communication	1.5	**0.3	2.0	3.2	2.5	**0.2	3.6
Finance, property, business services	2.8	2.1	5.1	6.6	5.9	**0.3	8.4
Public administration and defence	24.5	6.2	20.3	25.6	25.0	4.6	26.3
Community services	7.8	6.7	16.0	20.0	18.3	7.2	22.1
Recreation, personal, other services	1.2	* 0.9	3.1	3.2	2.3	* 0.6	5.1
<b>Total</b>	<b>40.2</b>	<b>17.8</b>	<b>52.0</b>	<b>67.6</b>	<b>59.7</b>	<b>13.6</b>	<b>79.1</b>

(a) Refers to the main job and excludes employees who usually work all or most hours at home. (b) This table shows the number of employees whose employers provide a particular benefit or condition at their place of work. Not all employees at the workplace will necessarily have access to this condition. Because some employers provide none of these working conditions and others provide more than one, figures given for individual working conditions will not add to the total. (c) Industry not available for all persons.

## EXPLANATORY NOTES

### The Monthly Population Survey

The Monthly Population Survey (MPS) sample is based on a multi-stage area sample of private dwellings (houses, flats, etc) and special dwellings (hotels, motels, caravan parks, holiday camps, prisons, hospitals, boarding schools, etc).

The sample covers about 1 in every 145 dwellings in Western Australia and 1 in every 75 dwellings in the Australian Capital Territory. Information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers.

The MPS consists of the Labour Force Survey (LFS) and, for most months of the year, a supplementary survey. The main emphasis of the MPS is on the regular collection of specific data on the demographic and labour force characteristics of the population. Supplementary surveys are conducted on a variety of topics, such as the *Workers with Family Responsibilities Survey*.

#### Scope

The LFS includes all persons aged 15 years and over except:

- (a) members of the Australian permanent defence forces;
- (b) certain diplomatic personnel of foreign governments customarily excluded from census and estimated populations;
- (c) overseas residents holidaying in Australia; and
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia.

#### Coverage

In the LFS coverage rules are applied to ensure that each person is associated with only one dwelling and hence has only one chance of selection in the survey (see *The Labour Force, Australia* (6203.0) for more details about the MPS).

### Supplementary Survey of Workers with Family Responsibilities

This supplementary survey was conducted using the sample of private dwellings included in the MPS for Western Australia and the Australian Capital Territory.

Information relating to each usual resident who was in scope of the supplementary survey (see below) was obtained by personally interviewing 'any responsible adult' i.e. any available adult member of the household who was able to answer the questions on behalf of that usual resident. If, however, the household contained a married couple, information about the husband or wife

could not be provided by other members of the household.

#### Scope

The scope for the *Workers with Family Responsibilities Survey* is the same as for the LFS except that the following persons were also excluded:

- (a) persons aged 15 to 17 years;
- (b) persons aged 60 years and over;
- (c) persons not in paid employment or working less than 15 hours a week in their main job;
- (d) persons with a partner whose partner was either not in paid employment or working less than 15 hours a week in his/her main job; and
- (e) persons with a partner aged under 18 years or aged 60 years or over.

#### Coverage

The coverage rules applied to the *Workers with Family Responsibilities Survey* were the same as for the LFS.

#### Comparability with data from other sources

Differences between estimates in this publication and in other publications that include Western Australian and Australian Capital Territory population estimates are due to differences in scope and response rates.

#### Definitions

A glossary toward the end of this publication provides comprehensive definitions which should be used when interpreting the results of this survey.

Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

#### Related publications

Other ABS publications which may be of interest include:

Child Care, Australia, June 1993 (4402.0)

Australia's Families 1992 (4418.0)

Labour Force Status and Other Characteristics of Families, Australia, June 1994 (6224.0)

Working Arrangements, Australia, August 1993 (6342.0)

Focus on Families: Workers and Family Responsibilities (4422.0)

Focus on Families: Caring in Families: Support for Persons who are Older or Have Disabilities (4423.0)

## TECHNICAL NOTES

### Estimation procedure

The figures contained in this publication are estimates based on a sample of 7375 persons in Western Australia and 2552 persons in the Australian Capital Territory (fully responding).

Estimates derived from the survey were obtained by using a ratio estimation procedure which ensures that the survey estimates conform to an independently estimated distribution of the population for each State by age and sex rather than to the age and sex distribution within the sample itself.

### Reliability of estimates

The estimates provided in this publication may be subject to two types of error, non-sampling and sampling error.

#### Non-sampling error

Inaccuracies may occur because of imperfections in reporting by respondents and errors made in coding and processing of the data. These errors can occur whether the estimates are derived from a sample or a complete enumeration. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires and intensive training and supervision of interviewers.

These reporting errors and inconsistencies may include, for example:

- (a) recall errors for questions relating to work arrangements, including time taken off work and type of leave taken;
- (b) misreporting when one household member answers on behalf of another household member; and
- (c) different interpretations of various terms used in the questions.

#### Sampling error

Sampling error is the difference which would be expected between the estimate and the corresponding figure that would have been obtained from a collection based on the whole population using the same questionnaires and procedures.

Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability; that is, they may differ from figures that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that the sample estimate will

differ by less than one standard error from the figure that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

A standard error expressed as a percentage of the estimate is known as the *relative standard error*. For example, if an estimate of 4,000 persons has a standard error of 1,200, then the relative standard error of  $1,200/4,000 \times 100 = 30.0$  per cent. The relative standard error is a useful measure in that it provides an immediate indication of the percentage of errors likely to have occurred due to sampling.

#### Standard error of population estimates

Table 41 on the following page gives standard errors for general application to estimates of number of persons. These figures will not give a precise measure of the standard error of a particular estimate, but they will provide an indication of its magnitude.

As the standard error table shows, the size of the standard error increases with the size of the estimate. However, the smaller the estimate the higher is the relative standard error. Thus, large estimates will be relatively more reliable than small estimates. Very small estimates are subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. Only estimates with relative standard errors less than 50 per cent are considered sufficiently reliable for most purposes. Estimates with relative standard errors greater than 50 percent are included but are indicated by the symbol \*\*. Estimates with relative standard errors between 25 and 50 per cent are indicated by \* and should also be used with caution.

An example of the calculation and use of standard errors follows.

From Table 2, an estimated 4,000 persons in Western Australia living alone had to change shifts, hours or days worked in order to meet family responsibilities in the twelve months prior to October 1993. Table 41 shows that an estimate of 4,000 has a standard error of 860.

There are about two chances in three (66.6%) that the number that would have been produced had all persons in Western Australia been included in the survey lies between 3,140 and 4,860 (i.e.  $4,000 \pm 860$ ). There are about 19 chances in 20 (95%) that the number lies between 2,280 and 5,720 (i.e.  $4,000 \pm (2 \times 860)$ ).

**TABLE 41. STANDARD ERRORS OF ESTIMATES  
WORKERS WITH FAMILY RESPONSIBILITIES  
OCTOBER 1993**

Size of Estimate	Western Australia		Australian Capital Territory	
	Standard Error	Relative Standard Error (%)	Standard Error	Relative Standard Error (%)
300	250	83.3	150	50.0
400	290	72.5	170	42.5
500	330	66.0	190	38.0
600	360	60.0	200	33.3
700	390	55.7	220	31.4
800	410	51.3	230	28.8
900	430	47.8	240	26.7
1,000	460	46.0	250	25.0
1,100	480	43.6	260	23.6
1,200	500	41.7	270	22.5
1,300	520	40.0	280	21.5
1,400	540	38.6	290	20.7
1,500	550	36.7	300	20.0
1,600	570	35.6	310	19.4
1,700	590	34.7	320	18.8
1,800	600	33.3	330	18.3
1,900	620	32.6	340	17.9
2,000	630	31.5	340	17.0
2,100	650	31.0	350	16.7
2,200	660	30.0	360	16.4
2,300	670	29.1	360	15.7
2,400	690	28.8	370	15.4
2,500	700	28.0	380	15.2
3,000	760	25.3	410	13.7
3,500	810	23.1	440	12.6
4,000	860	21.5	460	11.5
4,500	910	20.2	480	10.7
5,000	960	19.2	500	10.0
6,000	1,050	17.5	540	9.0
8,000	1,150	14.4	610	7.6
10,000	1,300	13.0	670	6.7
20,000	1,750	8.8	880	4.4
30,000	2,050	6.8	1,050	3.5
40,000	2,300	5.8	1,150	2.9
50,000	2,550	5.1	1,250	2.5
100,000	3,300	3.3	1,600	1.6
200,000	4,350	2.2	2,050	1.0
300,000	5,000	1.7	2,350	0.8
400,000	5,600	1.4	2,550	0.6
500,000	6,100	1.2	2,750	0.6
1,000,000	7,700	0.8	3,450	0.3
2,000,000	9,800	0.5	4,300	0.2
5,000,000	13,200	0.3	5,600	0.1
10,000,000	16,400	0.2	6,800	0.1

## GLOSSARY

**Aged Person**

A person aged 60 years or over.

**Adult**

A person aged 18 years or over.

**Annual or holiday leave**

A period of absence from work which normally accrues during a set period and which can be taken at an approved time. Annual leave is also commonly referred to as *recreation* or *vacation* leave.

**Childcare**

See *Formal Childcare* and *Informal Childcare*.

**Children**

Refers to usual residents under 18 years. See *Persons With Children*.

**De facto Marriage**

A relationship where a man and woman live together as husband and wife but are not legally married to each other.

**Employees**

Persons who work for an employer for wages or salary.

**Extra-Household Family Member**

Family member who is not a usual resident of the household.

**Family Member**

Any person identified as such by a usual resident of the household. Usually a family member is related by blood, marriage (including de facto marriage), adoption or fostering to that usual resident.

**Family Responsibilities**

Refers to responsibilities of the worker towards family members requiring his/her care or assistance.

**Flexitime Leave**

Arrangement whereby an employee can take time off work that must be made up at a later date or that has already been accrued by working extra hours (also known as *time in lieu*).

**Formal Childcare**

Refers to regulated care away from the child's home which includes care given by childcare centres, pre-schools, kindergartens, family day care, school teachers, before and after school care and vacation care programs.

**Full Time Status**

Describes persons who usually work 35 hours or more a week in their main job.

**Hours Usually Worked at Home**

Relates to whether a person usually works any hours at home in the performance of his/her main job. Those who work some hours at home are further differentiated by whether they work more hours at home or more hours away from home in the course of a normal working week.

**Household**

A group of people who usually reside and eat together.

**Informal Childcare**

Refers to non-regulated care in either the child's home or elsewhere. Care could be charged for or provided free of charge by the carer. It includes care provided by one or more grandparents, aunts, uncles, older siblings, a non-custodial parent or other family members or by a neighbour, friend or paid babysitter. It also includes the situation where the child looks after him/herself.

**Intra-Household Family Member**

Family member who is a usual resident of the household.

**Job Sharing**

Involves two or more people sharing the same job over a set period (eg. one week). This could mean, for example, two people each working 18 hours a week in a job that is normally done by one person for 36 hours.

**Main Job**

The job in which most hours are usually worked per week.

**Maternity Leave**

Leave (usually paid) provided by employers for women to bear children, covering a set period preceding and immediately following the birth of a child. See *Parental Leave*.

**Paid Employment**

Employment of persons working in their own business or working for an employer for wages or salary. Excludes persons doing voluntary work or working in a family business solely for payment in kind.

**Parental Leave**

Leave (paid or unpaid) taken by either parent to care for an infant within a prescribed period after its birth.

**Part Time Status**

Describes persons who usually work less than 35 hours a week in their main job.

**Partner**

Refers to a legal or de facto spouse who is a usual resident of the household.

**Permanent Part Time Work**

An arrangement whereby an employee enters into a contract to work a reduced number of hours per week and usually the same hours each week. These employees have the usual entitlements for paid annual and sick leave.

**Persons With Children**

Refers to usual residents living with at least one person under 18 years of age who is their natural, adopted, foster or step child, the child of their de facto spouse or their legal ward.

**Pupil Free Day**

Refers to a day when teachers are in attendance at school though pupils are not expected to attend. Pupil free days are sometimes referred to as *staff development days*.

**Rostered Day Off**

A day off work, arranged to limit total time worked to standard hours.

**Rotating Shift**

An arrangement in which the shift worked changes periodically from one time period to another, for example from mornings or afternoons to evenings or nights. See *Shift Work*.

**School**

Refers to any recognised pre-primary, primary, secondary school or college (including special schools) which children attend on a full time basis i.e. at least four and a half days a week.

**School Holidays**

Refers to all term breaks as well as the longer break for the summer school holidays.

**Self Employed Persons**

Persons who work in their own business with or without employees.

**Shift Work**

An arrangement in which the daily hours of operation at the place of employment are split into at least two set work periods (shifts), for different groups of workers.

**Sick Leave**

A set amount of paid leave provided to some permanent employees to cover periods when the employee is sick.

**Special Leave for Family Matters**

An entitlement provided to some permanent employees for use in family emergencies such as sickness of a family member. This term also covers leave for specific events such as bereavement (sometimes known as *bereavement* or *emergency leave*).

## SPECIAL DATA SERVICES

The ABS offers a range of unpublished data from this survey upon request. When ordering special tables from this survey, please ensure you identify the data item(s) you require. The available data items include:

### Person Items

- Sex
- Age
- Marital Status
- Family Status
- Country of Birth
- Year of Arrival
- Status of Worker (Self Employed/Employee)
- Full Time/Part Time Status
- Industry of Employment
- Occupation
- Whether Usually Works At or Away From Home
- Main Reason for Working Less Than 35 Hours a Week
- Length of Time in Current Main Job
- Whether Has Child(ren):
  - Under 18 Years
  - Under 12 Years
  - Under 12 Years Not Attending School
- Usual Carer(s) of Child(ren) Not Attending School
- Time Taken Off Work When Usual Carer Unavailable
- Time Taken Off Work to Care for Child(ren):
  - On Pupil Free Days
  - In School Holidays
  - For School Events
- Time Taken Off Work to Care for Sick Child(ren)
- Time Taken Off Work to Care for Adult Household Members
- Adult Household Members Cared For
- Time Taken Off Work to Care for Extra-Household Family Members
- Extra-Household Family Members Cared For
- Frequency of Taking Child(ren) to Work
- Reasons for Taking Child(ren) to Work
- Provision at the Workplace of:
  - Flexitime
  - Job Sharing
  - Permanent Part Time Work
  - Special Leave for Family Matters
  - Paid or Unpaid Maternity/Parental Leave
  - Childcare Centre (At/Near the Workplace)

- Whether Arrived at Work Late, Left Work Early or Worked at Home to Meet Family Responsibilities
- Whether Works Shifts
- Type of Shift Worked
- Whether Entitled to Paid Annual Leave
- Whether Entitled to Paid Sick Leave
- Amount of Sick Leave Taken
- Amount of Sick Leave Taken for Family Members
- Whether Taken Unpaid Leave
- Amount of Unpaid Leave Taken for Family Members
- Whether Entitled to Rostered Day Off
- Frequency of Rostered Day Off
- Choice of Rostered Day Off
- Whether Has Fixed Start and Finish Times
- Whether Can Choose Start and Finish Times on a Daily Basis
- Job Changes Made to Meet Family Responsibilities:
  - Turned Down a Promotion
  - Changed or Quit a Job
  - Reduced Regular Hours of Work
  - Changed Shifts, Hours or Days Worked

### Family Items

- Family Type (One Parent/Two Parent)
- Full Time/Part Time Status of Parent(s)
- Number of Children Aged Under 4 Years
- Number of Children Aged 4-11 Years
- Usual Carer(s) of School Child(ren):
  - Before and After School
  - On Pupil Free Days
  - In School Holidays
- Whether Needed to Arrange for an Alternative Carer When Usual Carer Unavailable
- Difficulty in Arranging Alternative Carer
- Whether Needed to Arrange for Someone Else to Care for a Sick Child
- Difficulty in Finding Someone Else to Care for a Sick Child







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